



Myth & Mastery Talent: Retained Executive Search Proposal

The Unique Proposition: Mastery Through Advisory

Myth & Mastery Talent is not a recruitment agency.

It is my Executive Talent Advisory, built on 35 years of Corporate Real Estate, FM, and Workplace Strategy expertise.

I do not work in volume placement.

I focus exclusively on retained search mandates for critical senior leadership roles (Director, Head of, VP).

My value is simple:

I apply the operational depth and ethical insight of *The Built Environment Ethicist* to the search process, ensuring that a candidate's leadership philosophy, temperament, and cultural instincts align with your organisation's architectural and strategic vision.

I guarantee a successful long-term placement because I hire *the peer*, not the CV.

The Retained Search Methodology: The Invisible Architecture

My approach follows a three-phase structure designed to protect confidentiality, ensure thorough market mapping, and secure genuine cultural alignment.

Phase 1: Define & Strategise (4 days)

- Talent Risk Audit:
I analyse the true leadership gap by examining your goals, operating structure, culture, and talent landscape – not just the job description.
- The Peer Map:
I develop a confidential map of the top 10-15 potential candidates who meet my criteria for credibility, judgment, and cultural fit (The Invisible Architecture Assessment).
- Deliverable:
A full Search Strategy, including the market landscape and targeted peer organisations.

Phase 2: Assess & Shortlist (4 weeks)

- Discreet Sourcing:
I draw on my 35-year peer network to approach senior, passive candidates who do not sit on the open hiring market.
- The Ethicist's Vetting:
I conduct deep behavioural interviews to evaluate leadership temperament, emotional intelligence, decision-making ethics, and cultural compatibility.
- Deliverable:
A refined shortlist of 3-5 fully vetted, high-calibre candidates who have passed my final-stage evaluation.

Phase 3: Placement & Integration (1 week)

- Negotiation & Closing:
I handle the entire offer and acceptance process, managing counter-offers and timing to ensure a secure transition.
- Post-Placement Advisory:
I conduct follow-up alignment checks during the first 90 days of employment to support retention, impact, and integration.

Fee Structure (Retained Executive Search Mandate)

All engagements are delivered on an exclusive retained basis, ensuring the focus, depth, and discretion required for executive leadership placements.

Description	Fee %	Payment Term	Risk Mitigation
Total Fee	30% of first-year base salary	Payable in three stages	Full execution of a dedicated, confidential search
Stage 1: Retainer	1/3 (10%)	Payable on signing	Initiates Phase 1 and market mapping. Non-refundable.
Stage 2: Shortlist	1/3 (10%)	Payable on delivery of the shortlist	Confirms search progress and delivery of the vetted pool.
Stage 3: Placement	1/3 (10%)	Payable on acceptance	Final completion of a successful placement.

Guarantee

If the placed candidate leaves voluntarily or is dismissed for cause within the first 6 months,

I will conduct a full replacement search at no additional fee (reasonable expenses excluded).

Next Steps

I recommend a short 15-minute Intake Call to:

- identify the leadership risk or capability gap
- define the search parameters
- align on timelines
- sign the mandate to begin Phase 1

Contact me

If you'd like to begin quietly, you can reach me here:

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