



Myth and Mastery Talent – Terms & Conditions

Myth and Mastery Talent provides a discreet, high-calibre recruitment and talent partnering service specialising in real estate, workplace, operations, and the unseen work that keeps organisations alive. The following terms outline the structure, expectations, and conditions of engagement.

1. Scope of Service

Myth and Mastery Talent offers:

- Permanent recruitment
- Interim & contract resourcing
- Exclusive retained search
- Talent partnership support
- Organisational diagnostics and leadership fit mapping
- Cultural architecture assessment
- Role scoping & restructuring guidance

All services may be delivered individually or as part of a wider talent partnership.

2. Permanent Recruitment Fees

a. Retained Search

25-30% of the candidate's annual base salary.

Retainers are paid in three stages:

1. Engagement
2. Shortlist
3. Placement

b. Exclusive Contingent Search

20-25% of annual salary.

This applies where Myth and Mastery Talent is the sole recruitment partner for the role.

c. Non-Exclusive Contingent Search

18-22% of annual salary.

This applies where multiple agencies are engaged.

Payment terms:

Invoices are issued on candidate acceptance of offer and payable within 14 days.

3. Interim & Contract Talent

Cross-checked with your document

Leadership for the unseen work ...

Myth and Mastery Talent offers two models:

a. Day Rate Mark-Up

15-25% mark-up on the contractor's agreed day rate.

b. Weekly Margin Model

A weekly fee added per contractor, calculated according to the assignment requirements and seniority.

All contractors are billed weekly, with invoices payable in 14 days.

4. Additional Services

These may be purchased individually or integrated into a full assignment:

- Organisational diagnostics
- Leadership fit & alignment mapping
- Cultural architecture assessment
- Role-scoping and restructuring
- Market insight reports
- Quiet advisory on team structure, performance, and succession

Prices for these sessions are provided on request.

5. Candidate Ownership

Candidates introduced by Myth and Mastery Talent remain owned by Myth and Mastery Talent for 12 months from the date of introduction, unless agreed

otherwise in writing.

If the client engages or hires the candidate (permanent, interim, or otherwise) within this period, full fees apply.

6. Replacement Guarantee

For permanent hires:

- If a placed candidate leaves within 8 weeks of starting, Myth and Mastery Talent will run a replacement search at no additional cost.
- If salary or role scope increases, the fee is adjusted to reflect the new terms.
- Guarantee does not apply where redundancy, organisational restructure, or material change in duties has caused the departure.

7. Client Responsibilities

Clients agree to:

- Provide accurate information about the role, salary, structure, and expectations
- Notify Myth and Mastery Talent promptly when interviews and offers are made
- Honour the agreed payment terms
- Treat all introduced candidates with fairness, confidentiality, and professionalism

8. Confidentiality

All information shared by both parties – including organisational details, candidate information, and strategic insights – remains confidential unless explicit permission is given.

9. Termination of Assignment

Both parties may end an exclusive or retained assignment with 14 days' notice, provided no shortlist has yet been delivered.

Retainer fees already paid are non-refundable.

10. Contact

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

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