



# FEE STRUCTURE

## Permanent Recruitment

- Retained Search: 25–30% of annual salary
- Exclusive Contingent: 20–25%
- Non-exclusive: 18–22%

## Interim / Contract

- Day Rate Mark-Up: 15–25%
- Weekly Margin: standard in the industry; you choose the model

## Additional Services (optional)

- Organisational diagnostics
- Leadership fit mapping
- Cultural architecture assessment
- Role-scoping & restructuring guidance

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

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