



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 and restructuring guidance

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

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