



Real Relationships Producing Real Results

Chart: 4 Search Strategies to Help Ease Your Hiring Pain

Search Type	Definition	Pros	Cons	Best Use Scenario
Retained	100% fee regardless of results; Exclusive	Get immediate and priority attention; Recruiter is extension of your team; Right of first refusal; Search status reports; Recruiter takes burden of internal referrals.	Fees are non-refundable; Can end up paying full fee for no results	General Counsel of Fortune 500 company; Partners practicing in very specific area of law; Turn-key law firm development; Law firm mergers.
Container	% fee paid as retainer, remainder paid on successful completion of search (usually 50/50 split); Exclusive (generally)	Get semi-priority attention Recruiter is somewhat an extension of your team; Right of first refusal on candidates; Search status reports; No financial commitment beyond % of retained fee.	Can end up paying 50% with no results; May take longer time to fill than retained.	General Counsel of sizable corporation; Key legal personnel; Partners practicing in specific area of law; Practice group acquisition.
Time & Expense Contingency	Recruiter is paid hourly for work performed with remainder paid on successful completion of search; Exclusive (generally )	Get semi-priority attention (shorter fill times); Get quick inexpensive market survey; Right of first refusal on candidates; Search status reports; No financial commitment beyond hourly fees worked.	Can end up paying for hourly fees with no results;	General Counsel of small organization; Key legal positions; Positions with market constraints (hot-skill or less-desirable location) Positions with fast fill times required; Partners/Practice groups; Hiring managers with no one within their organizations to filter out poor quality resumes.
Contingency	Recruiter is paid only successful placement; Non-exclusive	You pay only for successful results.	Longer fill times; No priority attention; more resumes of less qualified candidates; catch as catch can.	Non-critical legal positions; Positions with minimal market constraints; Opportunistic/reactive hiring; Hiring managers with someone who filters out resumes.