

## TIER. 1

# CONTINGENT SEARCHES

Standard Priority Search for Hard-to-Find,  
Mid-Level Salaried Employees.

## Pre-Search

- Create a formal Unique Value Proposition (UVP) to serve as the key “selling points” to draw top talent out of their current employer and into your company.
- Determine what will need to be accomplished for this person to be successful in the role, and define the KPI's.
- Discover initial critical projects that this person will be executing.
- Define a time breakdown percentage for the critical functions of the role.
- Define Urgency, Interview Dates and Hire-by Date.
- Determine Salary, Bonus, Monetary and Non-Monetary Incentives, Benefits, Relocation.
- Determine if this search is a fit for GRN and Client, and if so, execute “rules of engagement”.



*Our* **SEARCH PLANS**  
**CAPTURE THE *talent* YOU**  
**WILL NEVER FIND USING**  
*Job Postings!*

## Recruiting/Interviewing

- Construct a script to attract passive candidates based on UVP and 10 Key Motivators.
- Search Tens of Thousands of *Life Science & Medical Device* Pros in our Database.
- Research team creates a comprehensive list of target companies to recruit from, and all key employees that we are targeting.
- Call, email and text every applicable candidate in the industry.
- In-depth interview with candidates to establish pain points, interest, salary requirements, and match to needs.
- Matching candidates are presented to client with a matching analysis.
- Coordinate customer interviews, and provide debriefs/feedback in writing to both the client and the candidate.

## Offer Process

- Consult client on offer and determine all aspects of the offer (salary, bonus, benefits, vacation, etc.).
- Utilize our proven offer process that closes over 80% of presented offers.
- Discuss offer verbally to uncover all objections, hurdles, or questions; counter-offer counseling.
- Garner verbal acceptance of the offer with an assurance that the candidate is "all-in".
- Further counter-offer counseling.
- Coach candidate on giving notice and provide resignation letter.
- Follow-ups with candidate and client at 30/60 and 90 days.
- Coach candidate on giving notice.



### FEE

30% of first year earnings, OR 27% with \$2000 deposit and 60 days exclusivity.



### GUARANTEE

60 day replacement

## TIER. 2

# ENGAGED SEARCHES

Mutually-Committed Search For Critical,  
Time-Sensitive Positions

## Everything in the Contingent Plan, PLUS:

- Create automated, multiple follow-up email program for passive candidates.
- Customized Social Media Campaign to attract those who will never see a job posting.
- Video Interviews recorded for client if so desired.
- Onboarding training provided to the client company to get the candidate "mentally on-board" starting the day the offer is accepted.
- Create "Behavioral Based Questions" for the company interview team.
- Create "Interview Scorecards" for all company interviewers and interviews.
- Create Candidate Scoreboard, ranking comparatively, using scorecards from interviews.
- Design Candidate Audition for finalist.



### FEE

25% of first year  
earnings, \$5,000  
deposit



### GUARANTEE

1-year Prorated

## TIER. 3

# RETAINED SEARCHES

Mission Critical Executive Search

## Everything from the Contingent and Engaged Plans, PLUS

- We act as an extension of your company, or contract employee working full-time on this position until it is filled.
- Reference checks for all candidates interviewing.
- We can create a customized advertisement plan utilizing company branding if the company desires.
- We can create a customized presentation with pictures of workspace, facilities, team members, etc. to help sell the company and position if the company desires.
- Verify past employer for anyone getting an offer.
- Verify Education for anyone getting an offer.
- Criminal background check for anyone getting an offer.
- Recruiter may participate in all conference call interviews and in person interviews if the company desires.



### FEE

25% of first year earnings (plus testing expenses).  
1/3 down, 1/3 at first interviews, 1/3 at search completion.



### GUARANTEE

1-year Prorated



**Global Recruiters of Dublin - Talent Partner Options - CONFIDENTIAL**


Service Offered	Silver Discount Exclusive	Silver Contingent	Gold Engaged	Platinum Retained	Recruiting Process
	Normal Priority	Normal Priority	High Priority	We act as your employee	Outsourcing We are your team
<b>Step 1: PRE-CONTRACT</b>					
Determine unique value proposition at hiring company	✓	✓	✓	✓	
Evaluate Talent Needs	✓	✓	✓	✓	
Discuss How to determine this person's success in role, KPI's,	✓	✓	✓	✓	C
Discuss Projects, Time breakdown percentage	✓	✓	✓	✓	A
Determine Urgency, Interview Dates, Hire-by Date	✓	✓	✓	✓	L
Determine if this is a fit for GRN and Client	✓	✓	✓	✓	L
<b>Step 2: CONTRACT CHOSEN AND SIGNED</b>					
Construct a script to attract passive candidates based on UVP and 10 Key Motivators	✓	✓	✓	✓	U
Interview Hiring Manager and Co-Workers at Hiring Company for Cultural Analysis			✓	✓	S
Send Company UVP Worksheet, help company create UVP for this role and future use			✓	✓	
<b>Step 3: SEARCH</b>					
Research team creates a list of target companies to recruit from.	✓	✓	✓	✓	T
Build call list	✓	✓	✓	✓	O
Create non-traditional advertisement focused on projects, time % 10 key areas	✓	✓	✓	✓	D
Advertise on social media, internet, website,	✓	✓	✓	✓	A
Search Thousands of Clinical Staff in our Database	✓	✓	✓	✓	Y
Direct Recruit Employees from Their Desk	✓	✓	✓	✓	!
Reach Out to Passive Candidates on LinkedIn.	✓	✓	✓	✓	😊
Coordinate with over 500+ Affiliated Recruiters Nationwide (as needed, if not confidential)	✓	✓	✓	✓	C
Create automated, multiple follow-up email program for passive candidates.			✓	✓	A
Customized Social Media Campaign to attract those who will never see an ad.			✓	✓	L
Create customized marketing plan with pictures and interviews for candidates.				✓	L
<b>Step 4: RECRUITER INTERVIEWS</b>					
Pre-Screen Candidates	✓	✓	✓	✓	U
Our Team Behavioral Interviews to Established KPI's	✓	✓	✓	✓	S
Video Interviews recorded for client			✓	✓	
Recruiter "basic" reference checks				✓	T
<b>Step 5: CANDIDATES PRESENTED TO CLIENT</b>					
Matching candidates sent to client	✓	✓	✓	✓	O
Coversheet with match analysis and basic reference checks included			✓	✓	D
<b>Step 6: CLIENT INTERVIEWS</b>					
Coordinate Interviews, Provide Debriefs to both sides	✓	✓	✓	✓	!
Training on how to "roll out the red carpet" for interviews.	✓	✓	✓	✓	😊
Create Behavioral Based Questions for Interview			✓	✓	
Provide Interview Scorecards for all interviewers and interviews			✓	✓	C
Design Candidate Audition for finalist			✓	✓	A
Create Candidate Scoreboard, ranking comparatively, using scorecards from intv's			✓	✓	L
Recruiter participates in all conf call interviews and in person interviews				✓	L
<b>Step 7: BACKGROUND / REFERENCES</b>					
Hiring manager does behavioral ref checks (we will help with questions if needed)	✓	✓	✓	✓	U
Hiring team does "back door" reference checks (we will help you find refs)	✓	✓	✓	✓	S
Verify Past employer for finalist (using Occuscreen Service)				✓	
Verify Education for finalist (using National Database)				✓	T
Criminal Background Check for finalist (using Occuscreen Service)				✓	O
<b>Step 8: OFFER</b>					
Consult Client on Offer. Present to Candidate.	✓	✓	✓	✓	A
Garner verbal pre-acceptance, cover all hurdles and questions.	✓	✓	✓	✓	Y
Counter-Offer Counseling and counsel on giving notice	✓	✓	✓	✓	!
Recruiter presents offer to Candidate	✓	✓	✓	✓	😊
Second round of counter-offer counseling	✓	✓	✓	✓	
<b>Step 9: ONBOARDING TRAINING: Getting your candidate started right</b>					
Coordinate pre-employment documents			✓	✓	
Drug Testing (through Occuscreen Service)			✓	✓	
<b>Step 10: ONGOING FOLLOW UP WITH CANDIDATES</b>					
SEARCH PRIORITY	30 / 60 / 90 day		30/60/90/180 day	30/60/90/180 /365 days	
FINANCIALS	Normal Priority		High Priority	We act as your employee	We are your team
Recruiting Fee Fixed Fee or Percentage of First Year Earnings	27%	30%	25% First Year	25%	Fixed Fee
Deposit/Engagement Fee	\$2000 Deposit	None	\$5000 Deposit	1/3 Deposit	
Progress Payment				1/3 at Interviews	
Balance Due	Upon Hire	Upon Hire	Upon Hire	Upon Hire	Monthly
REPLACEMENT GUARANTEE* (See Agreement)	60 Day	60 Day	1 year Prorated	1 year Prorated	variable
<b>We have a Recruitment Process Outsourcing Option for our clients with 50-250 employees - Let us know if you would like to discuss further</b>					