

Retained Search vs Contingency Search



	Retained	Contingency
Role Advertised on LSP Website & Company LinkedIn Page	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Client Branded Campaign Page Built & Hosted on LSP Website	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Full LSP Database Search of 26,000+ Renewable Energy professionals	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Full brief given to candidates registered on our database to ascertain their interest	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
LSP Search team assigned (2-3 persons) Dedicated team focus 100% of their time on the assignment during the search phase (Approx 2-3 weeks)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Interested and relevant candidates sent to hiring company with full details of their current and expected remuneration along with their availability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Additional Advertising placed in relevant trade press	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Full market map generated of all relevant professionals working in similar companies and roles in the industry	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Longlist compiled and professional proactive approaches made to whole of market	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Weekly progress meetings carried out between hiring company and LSP Director / Principal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Interested parties are interviewed by Principal Consultant or Director to ascertain suitability for the position including screening and detailed video interview	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Psychometric assessments conducted	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Shortlist compiled of best suited candidates	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Longlist and Shortlist shared with hiring company along with detailed profiles of best suited candidates	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Candidates and hiring company supported through the selection process and onboarding	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>