



## Search Plan Options

Whether you need full-time employees **OR** want to augment your staff with hourly consultants, trust [SecurityHeadHunter.com](http://SecurityHeadHunter.com) to identify and present that hidden security talent that's not visiting job boards.

### FULL-TIME HIRING OPTIONS

Since many factors influence which Search Option is best suited for your specific job and current hiring situation, we offer three separate options. Simply review the search types and basic guidelines below:

- Contingency: Perfect for non critical positions with no urgency to fill
- Engaged: Position is: a priority need; unfilled to long; hard to find skill
- Retained: Generally reserved for Executive level or critical need searches

### CONSULTANT HIRING OPTIONS

#### *Option # 1 - Direct Hire Consultants*

For security consultants you hire "**directly**" to your payroll, including travel reimbursement (when applicable), SecurityHeadhunter.com will simply invoice you a recruitment charge for every hour the consultant bills you. Regardless of what you pay the consultant, our recruitment charge is a flat hourly rate for the duration of the contract and any and all subsequent renewals. Of course, we can negotiate the hourly rate for you with any consultant and run reference and background checks when required.

- For contracts lasting up to 520 hours, our charge is only \$20.00 per hour.
- Contracts between 520 and 1560 hours are billed at \$15.00 per hour.
- Contracts lasting longer than 1560 hours are billed at \$12.50 per hour.

#### **Benefits**

This method allows you to pay a higher rate per hour for a consultant, but save money overall on the contract. More money for the consultant means we can attract even better talent for your contract. It's a "Win - Win" situation.

#### **Option #2 - We Fund the Contract**

If you prefer we can fund the payroll of the consultant ourselves. Hourly rates to you will be determined by the level and skills of the consultant needed. Our back office business partner makes the process very seamless. We also pay the consultant weekly which keeps them very happy. Consultant expenses, if needed, are billed separately.

To discuss a search plan for your job, please contact:

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**"An Information Security Search Firm"**