

Our Service Options



RETAINED SEARCH

The Industry Standard. This full-service option is most often selected for highly complex searches that require work with multiple stakeholder groups. This process begins with on-site listening sessions and proceeds through all steps in the search process – including profile development, passive candidate outreach, development of the candidate pool, assessment, selection, and due diligence for finalist candidates.

The search consultant is typically on-site multiple times during the search process and plays a hands-on role in driving the process, the interviews, feedback and data collection, decision-making facilitation, compiling the offer/negotiation, and onboarding. The fee is a percentage of starting compensation or a fixed fee. Expenses are charged back at cost.

This service is guaranteed.



SOURCING PLUS

Unique to the Industry. **Sourcing Plus** is a modified search that focuses on marketing the job, attracting a high quality candidate pool, and working with the client and/or search committee in selecting the best candidates to pursue. The Sourcing Plus model typically follows the retained search process up through the selection of finalist candidates. After finalists are selected, the client takes responsibility for managing the end stages of the process in-house. The services are provided on an hourly or fixed-fee basis. An estimate is provided and agreed to in advance of each search. Consultant travel to campus is optional and charged back at cost. Expenses are charged back at cost.

Sourcing Plus offers a partial guarantee.



SOURCING BASIC

Sourcing Basic focuses on marketing the opportunity and building the candidate pool. Candidates that are submitted to the client are pre-qualified based on key criteria (qualifications, compensation, location, start date, etc.) Summit leads the process up through the client's selection of the semi-finalist candidates. Services are provided on an hourly or fixed-fee basis and an estimate is provided in advance. This service is offered virtually. Expenses are charged back at cost.

Sourcing Basic does not include a guarantee.



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Solutions
for Higher
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Searches*