

Contingent

VS.

Retained

*Deciding on the best
type of search for your
legal hiring needs*

Why work with a legal recruiter at all?

YOU MAY ALREADY HAVE SEVERAL CANDIDATES

in process through your company's own sourcing efforts but be unsure if any of them are the best possible person.

OR YOU MAY NOT HAVE THE TIME

to do outreach and then review a huge pile of resumés and screen multiple candidates who won't be a match on compensation, skill set, location, timing, etc...

THE ONLY WAY TO BE CERTAIN YOU'VE SCoured THE MARKET IS TO WORK WITH AN EXPERIENCED AND DEDICATED LEGAL RECRUITER

who will invest time and effort in sourcing passive candidates (ie those who are not actively looking) as well as active ones. Realistically, if you've been sourcing in earnest through your own and your company's network for a month or more and don't have at least 3 candidates you're excited about in late-stage interviews, or are already overworked, it's probably time for some outside help.

Content

What is a contingent search?

WHAT ROLES IS IT SUITED FOR?

Best suited for roles that tend to be more straightforward (eg Commercial Counsel, Litigation Counsel, Corporate Counsel).

WHAT'S THE FEE?

Fee is typically 25% of on-target cash compensation.

IS THERE AN UPFRONT COST?

There's no upfront charge; the fee is payable only if and when we place the successful candidate.

WHAT'S INCLUDED?

We spend 4 weeks sourcing and introducing you to interested candidates. We do not provide update calls, market data or reference checks etc.

WHY CHOOSE CONTINGENT?

Think of contingent as a can't fail insurance policy. You might find someone on your own, in which case you owe us nothing. Or we might find you your dream candidate, which is worth paying for.

retained

What is a retained search?

WHAT ROLES IS IT SUITED FOR?

General Counsel and other leadership roles, and those that require a harder-to-find skill set or where the pool of qualified candidates is small and highly competitive (eg Privacy Officer, Product and Regulatory Counsel, Head of Corporate).

WHAT'S THE FEE?

Fee is typically 33.33% of on-target cash compensation.

IS THERE AN UPFRONT COST?

The fee is payable in tranches, including an upfront retainer.

WHAT'S INCLUDED?

We spend up to 4 months researching, identifying and screening candidates (many of whom are passive). We provide regular update calls, interview process support, reference checks and more.

WHY CHOOSE RETAINED?

Retained searches are a white glove service. The search process is highly structured and rigorous, and will yield better results in a shorter time.

Can I switch midstream?

YES

You can start with a contingent search and if it doesn't yield the right candidate, then consider a retained search. We'll already be familiar with your needs, but we'll have the resources to be able to target more uniquely skilled, diverse and passive candidates.

BUT...

We ask that if you start a contingent search, you give it at least 4 weeks to run its course.

AND THEN...

We will evaluate the candidate pool and feedback, and give you our honest answer as to whether we think a retained search will be the right next step for you.

Why consider starting with a retained search?

diversity

time

There is a huge need for employers to broaden their active outreach to bring more diverse candidates to the table, and your organization will also benefit from the market research and feedback that comes with a dedicated search. Generally speaking, a retained search is the best way to ensure that you have included as many qualified candidates from underrepresented groups as possible. However, if your company isn't ready to take the leap into a retained search, a contingent search can still bring in more diverse candidates than a search run solely in-house.

A retained search is virtually a guaranteed hire. QueensBench has a 100% retained search placement rate, with average time to hire of 104 days, because we run a very structured process that yields results. Searching on your own or even conducting a contingency search is an investment of time that may or may not yield the results you want, and could end up delaying your hire. There is also a risk of the search becoming 'stale', or being perceived by top candidates as a less attractive opportunity, the longer it remains open.

Who does what?

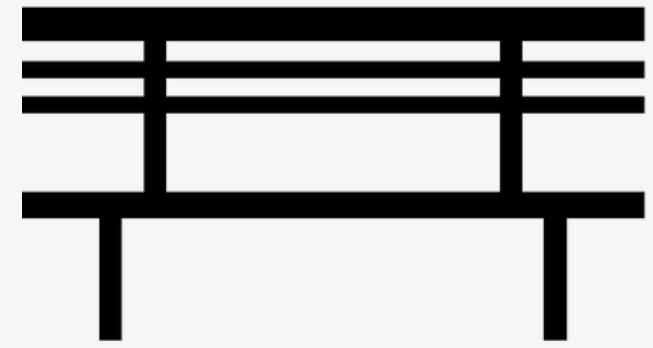


CONTINGENT SEARCHES: WHISTLER PARTNERS

Whistler Partners is a contingency search firm based in New York.

Founded in 2016, we've placed dynamic thought-leading lawyers at the best tech law firms in the world, as well as at companies large and small. Because we work with firms as well as companies, we have our hand on the pulse of new talent. Want to hire a 5th year from a top tech or startup practice? They already know us and we're going to be their first call when they want to go in-house.

www.whistlerpartners.com



RETAINED SEARCHES: QUEENSBENCH

QueensBench is a retained search firm based in San Francisco. Since 2013, we've focused exclusively on recruiting top legal and compliance executives for VCs and high-growth tech companies of all sizes and stages. Because we're the only legal recruiters who focus exclusively on in-house (versus law firm) placement, we have extensive market knowledge and can guide you on even your most complex searches.

Not to mention our unparalleled network of highly qualified in-house candidates.

www.queensbench.com

Get in touch

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FIRST STEPS

Before we get started, we will sit down with you, listen to your needs (including timing, budget and location), evaluate the market and give you our candid recommendation as to what search process and recruiter will be the best fit.