



ACHIEVING MORE
IS HUMANLY POSSIBLE



Retained Search

When building your best team is a priority!



What are the Benefits of a Retained Search Model with Manpower?

1. **Mutual commitment** to fulfilling the assignment at hand.
2. Your search becomes an **absolute priority**.
3. You have an **exclusive partnership** for the role giving you piece of mind that there will only be one firm telling your story to prospective candidates and we become **ambassadors** for your brand.
4. We will provide detailed **Market Insight reports** providing unrivalled research and market knowledge allowing us to pinpoint the right candidate for you.
5. We will gain a full understanding of your business and **your culture** at the beginning of the process
6. We will detail the **investment** required at the beginning of the process which is **spread across three stages** of the process.
7. We provide a complimentary **Coaching Connect Programme** to new hires which provides **one to one coaching sessions** to help them integrate into their new role.
8. **Exclusivity on all candidates** until you no longer have an interest. Candidates that are in process are not presented to any of our other clients.
9. **26 week guarantee** on candidate replacement vs. traditional 12 weeks on a contingent basis.

Retained Search Journey with Manpower

Briefing

Begins with a full briefing session involving all stakeholders to define and agree on the parameters of the search and process

Research

Once we're clear on the scope of the search, we essentially cast a net over the talent pool and identify every candidate who looks to have the right skill set to meet the criteria

Approaching

We then systematically and professionally approach every single candidate using multiple methods, including direct, but professional headhunting, to gain as much interest in the opportunity as possible

Steering Meetings

The whole process is transparent, we share with you, every week, our progress – a spreadsheet showing every candidate. If faced with challenges, work with you to re-steer the search accordingly

Longlist

A long list of candidates emerge who have been assessed against the brief, both functionally & behaviourally, and are interested in the opportunity

Shortlist

From this longlist, we will jointly agree a shortlist of 3 -5 for you to interview

Hire & Onboard

At the end of the process, you will be confident you are making your hire from the best talent available to you in the market, at the time. Now our personal coaching support comes in to assist the new hire integrate to your company.

Retained Search Client Testimonials

Client – Irish Fintech Business

“We contracted ManpowerGroup Ireland to assist us with our search for a Head of Compliance and Data Protection role that was a significant strategic hire for the business. We felt that as this was a niche, hard to fill role the best course of action was to engage a recruitment company on a priority basis and chose Manpower’s Retained Search service. Overall, we were extremely satisfied with the outcome as we hired a very experienced and a great fit for the role.

Client – Irish Engineering Business

“Throughout the process we were in regular contact with our dedicated search consultant who provided us regular updates and really zeroed in on what we were looking for. The role was filled within 2 months and we would recommend the retained search option to companies seeking high level hires in situations where the hiring decision is strategically significant”.

Client – Irish Pharma Company

Throughout the process we were in regular contact with our dedicated search consultant who provided us regular updates and really zeroed in on what we were looking for. The role was filled within 2 months and we would definitely recommend the Retained Search option to companies seeking high level hires in situations where the hiring decision is strategically significant”.

Next Steps

Tell us more so that we can develop a tailor-made proposal for you?

**Schedule a teams
call with us**



**We are happy to
meet you onsite**



**Send us an email
with your thoughts**



**Let's get working
on a solution**

