

How we find your person

Nine steps over about three weeks. You spend roughly two hours of it. Here is exactly what happens, who does what, and where it can go wrong.

About 8 minutes to read

Most recruitment is opaque on purpose. You send a brief, silence follows, and a stack of CVs arrives with no indication of how they were chosen or how many people were rejected to produce them. We would rather show the working, because the working is the thing you are paying for.

The nine steps

What we ask of you

Three things, and the third is the one people skip. It is also the one that decides whether the hire works.

Your side of the process

- ☐ A 30-minute discovery call
- ☐ Ten minutes to read and approve the role brief
- ☐ Three half-hour interviews at times that suit you
- ☐ An afternoon recording yourself doing the tasks you are handing over
- ☐ A named person who answers their questions in week one
- ☐ Feedback within a day during the first month

Where it goes wrong, and what we do about it

What happens	Why	What we do
None of the three fit	The brief was wrong, or the market is thinner than expected	We re-run the search at no extra cost, and revise the brief with you first
The hire is quiet in week two	Usually a documentation gap, occasionally an unspoken problem	The 30-day check-in is with them separately, so it surfaces
Work is right but wrong in spirit	They have the process and not the reason	We coach on context, and ask you to explain why the task exists
They resign in month four	Almost always pay, or being managed as a resource rather than a person	Free replacement inside six months, and we tell you honestly which of the two it was

What it costs

	Direct Hire	Managed
Our fee	\$1,500 one-time, per hire	No placement fee, \$349 per month
Their salary	Paid by you, directly to them	Included in your monthly invoice
Payroll and compliance	Yours	Ours
Equipment and cover	Yours	Ours
If it does not work	Free replacement, 6 months	Free replacement, or cancel on 30 days

Nothing is payable until someone starts

The placement fee is invoiced on your new hire's start date. If we cannot find the right person, or you decide not to proceed, you have not spent anything.