

## Retained Search vs Contingency Search vs a Hybrid Model Comparison

	Retained Search	Contingency Search
<b>Pros</b>	In a retained search, recruiters curate a short list of high-quality candidates, including, or even favoring, people not actively looking for a new role.	In a contingency search, recruiters post the job publicly and welcome more applicants. That can result in a larger and broader set of motivated candidates.
	The contract requires exclusivity and (in return) offers confidentiality and a dedicated resource who partners with you to tailor the search to your needs.	Since there is no exclusivity clause, recruiters must compete to fill the role and tend to do so quickly.
	Recruiters take the lead in refining the job description, identifying and screening candidates, arranging interviews, and facilitating negotiations, freeing your internal staff for other tasks. That can be particularly helpful for hard-to-fill roles.	Hiring firms only pay recruiters for successful searches, and rates are typically lower. That makes contingency search more affordable.
<b>Cons</b>	Retained searches are typically more costly due to higher fees and a commitment to pay for the recruiter's time, regardless of the outcome.	Since recruiters only get paid for successful searches, they rely on volume. Unfortunately, that can result in lower-quality candidates and less recruiter engagement with challenging clients.
	Contracts require exclusivity, which can feel restrictive to some companies.	Due to the lower fees and lack of commitment, you get less support. Instead, you write a job description and fan it out to recruiters, who send back a stack of resumes to sort through.
	Since recruiters are highly discerning, a retained search typically results in fewer candidates. That can be great if you are happy with the results, but frustrating and time-consuming if the recruiter must start over.	Recruiters source applicants via job postings and resume searches and are less discerning, which can result in candidates with fewer qualifications.

### Hybrid Models

Recruiters who operate under hybrid models aim to provide the best of both worlds. Although terms vary, the goal is to share the risk. You typically pay a nominal retainer fee, get a dedicated resource, and agree to limited exclusivity. Firms with hybrid models are often smaller companies that specialize in certain industries or disciplines, so they can offer high caliber candidates at reasonable rates.