

# search

Empowering careers in IT, Renewable and Engineering

## Challenging the status quo in staffing

Finding a reliable and effective recruitment partner can be a challenge. Quality, reliability, speed, and costs all play a crucial role. And that's no surprise—when you hire an external agency, you want to be sure it delivers real value. That's why transparency about recruitment fees is essential.

### Our fees

#### We care, you pay

Then collaborating on a 'We care, you pay' basis is an excellent choice. With this model, you only pay for a successful placement, with a fee of **25% of the gross annual salary** on a full-time basis. Costs are therefore variable and directly tied to the salary.

25%

#### Retained

With the Retained model, we strengthen our partnership and enhance mutual commitment. By making an upfront payment of 1/3 of the expected total fee, you confirm the exclusivity of our collaboration. This ensures that your vacancy receives the highest priority, allowing us to focus entirely on finding the right candidate.

The total fee amounts to **22,5% of the gross annual salary** on a full-time basis. This model is ideal for ongoing or specialized roles where speed, certainty, and exclusivity are critical.

22,5%

#### X=

Looking for a guaranteed hire while spreading out the costs? With X=, your talent subscription, that's exactly what you get!

With X=, you pay a **% of the gross annual salary per month** for a maximum of 12 months. What makes X= unique is that the subscription automatically ends if the candidate leaves. If your new hire departs within an agreed timeframe, we'll find a replacement at no extra cost.

X%

#### Temp-to-perm

We also offer secondment solutions and work with freelance assignments, for which we apply a **conversion factor** and a **margin** respectively. These rates are tailor-made.

**Temp-to-Perm** is our unique collaboration model that's gaining popularity. The concept is simple: we provide a professional who works at your organization for a set period (for example, one year). If the collaboration proves successful, you have the option to offer them a permanent contract at the end of this period.

X%

Need a bit more info?

Contact us

