Our Fee Guide

Simple, transparent pricing. Our fee is a percentage of the candidate's basic salary, banded by salary level.

20%	22%	25%
No VAT	No VAT	No VAT
€65k – €110k basic salary	**€110k – €160k** basic salary	**€160k+** basic salary

Search deposit & terms

ROLES BELOW €85K BASE

Deposit

A non-refundable deposit, the EUR equivalent of £1,500, covering market mapping and the resources allocated to your search for a minimum of 4 weeks. If a role takes significantly longer, our commitment remains until completion.

SENIOR ROLES ABOVE €85K BASE

Paid in thirds

One third of the predicted total fee at search kick-off, one third at shortlist (3–5 or more qualified candidates), and the remaining balance on placement. The total fee remains the agreed percentage.

EXCLUSIVITY

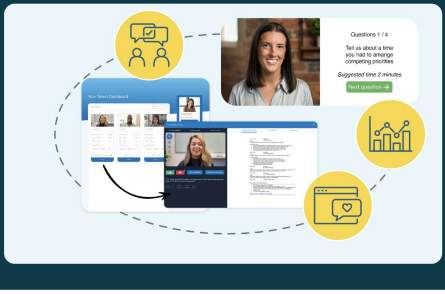
Up to 4 weeks

All partnerships require up to 4 weeks agency exclusivity.

WORLDWIDE

UK, US & EU

This fee structure is available in GBP, USD and EUR.



INCLUDED WITH MID-SENIOR APPOINTMENTS

Odro video platform

Mid-Senior appointments include our video platform, Odro, which creates a video shortlist of 3–10 candidates showing our engagement with them, or 5 pre-screening questions of your choice.

- **Faster hiring process**
- **Full client visibility**