

Adcorp Search Partners' mandate is top-end and global executive search delivery.



Profile, Value Proposition & Terms

Adcorp Search Partners...

- δ are strategic resourcing experts – we take a long term view of our Client's interests
- δ go all-out to make a meaningful and enduring difference for our Clients
- δ thrive in Client relationships that are genuine partnerships
- δ bring a seamless approach that delivers on quality, time and return on investment.

WHAT WE DO - in less than 30 days:

1. Map the Universe – we first scope the broadest sample of possible candidates
2. Isolate the Talent Pool – we then identify talented candidates who are of definite interest
3. Hook the Top Talent – finally we entice, verify and short-list the competition-beating candidates

EXTRA BENEFITS - our intimate contact with business segments and awareness of Client culture provides:

- δ Valuable information on what attracts and retains Top Talent (“Employer of Choice”)
- δ Real-time benchmarking of Internal Talent VS the External Market (“Bench Strength”)
- δ Probes into competitor performance and strategic activity (“Commercial Intelligence”)
- δ Insights into how our Clients can do business in specific markets (“Street Wisdom”)

We are the South African and African representative of IIC Partners, one of the world's largest executive search organisations. Membership complements our world-wide reach and keeps us abreast of global best practice.

TERMS

- δ Our standard terms for typical search assignments are non-contingent and are based on the international norm of one third of guaranteed cost-to-company package, payable in three equal instalments.
- δ For Adcorp Group initiatives / multi-role assignments our reduced fee per search is the greater of 25% or R200, 000 (plus VAT). We can be flexible regarding the proportion of the fee splits between the 3 stages
- δ Travel and accommodation relating to any assignment are agreed in advance.
- δ Our standard terms include that we will, if an appointee leaves the employment of a Client within a 9-month period from start date (for reasons other than the failure of the Client to adhere to the agreed conditions of employment), resume search at no additional cost.
- δ Formal reference checks are taken when a job offer is seriously contemplated to safeguard the interests of candidates – most are recommended by trusted sources. Clients are of course free to conduct their own references if they prefer.
- δ Psychometric evaluations are facilitated by us depending on specific Client needs.

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