

Spano | Pratt

Executive Search

Employer Questions and Answers regarding Spano Pratt Executive Search

Who is Spano Pratt?

Spano Pratt Executive Search is a privately held recruitment firm that is retained by employers. The firm is headquartered in the Midwest. A retained recruitment firm represents the employer / hiring company and is skilled in presenting opportunities and information about the employer. The role of the external retained recruiter is to identify viable candidates that meet the job specifications and requirements with all means available which includes contacting individuals to present the opportunity - who may not be seeking a new opportunity at that time.

How long will the search process take? The average search process takes between 60-90 days. This can vary and is dependent on a number of factors including if the search is local or national, availability of the employer's interview team as well as the candidate's schedule and the overall prevalence and demand of the skill set.

How does Spano Pratt find viable prospects to present my opportunity? The process of identifying potential "suspects" who may be qualified for the open position is a combination of research science and art. Every successful search starts with a clear understanding of the "ideal profile". From that information, our lead consultant and research associate will identify target locations where this profile is found and from there the appropriate individuals inside those targets are contacted. The result is data obtained from a variety of sources including our own proprietary data base of over 20,000 professional resumes, original research using the many internet based tools, professional associations and proprietary purchased data.

How does Spano Pratt determine what my company is really looking for?

Spano Pratt uses our own "competency ranking" tool at the start of every search which serves as a productive method of identifying the key competencies believed to be necessary by all stakeholders.

Who will be working on my search? For our retained search offering, a Spano Pratt partner will be working on your search and making important decisions alongside our employer clients throughout the process.

What is the fee structure I can expect to pay in order to hire Spano Pratt? Spano Pratt uses a fixed fee model for the retained search projects. We do this because our services are consultative in nature and because we do not have a vested interest in the compensation awarded the candidate. Our vested interest lies in making the best possible placement for our clients.

The agreed upon fixed fee is divided into 3 equal payments. The first is paid upon engagement, the second fee is paid upon receipt of a slate of candidates, and the third is a performance guarantee that is paid upon an accepted offer by a selected candidate.

Is there a guarantee? All of the Spano Pratt work is guaranteed for one year after the selected hire start date.

What if I have internal candidates or already have a viable candidate that has applied? Spano Pratt will work with you to arrive at a fair arrangement in the event an internal candidate is selected – the objectivity of a 3rd party will ensure that you are hiring the best available talent and not the first available candidate.

Why should I hire a retained firm vs. a contingent firm? The identification of a slate of viable candidates is a skilled consultative process that is an investment of both the employer's and consultant's time and tools. Our approach is not transactional in nature, and the retained process has proven to actually be more cost effective and overall more effective when all things are considered.