## SEARCH SERVICE MATRIX 2020

### JUNIOR SEARCH

**Junior and Non-Technical Roles:**
Non-managerial, junior to skilled roles in any industry except IT, digital, technical, engineering, and accountancy.

**Key Terms:**
- P7,000 initial fee
- 1.75 months’ salary as success fee
- 3 month replacement guarantee
- 13	extsuperscript{th} month salary not calculated in success fee

**Success Fee as Percentage of Annual Salary:** 14.58%

**Sample Job Titles:**
All non-managerial HR, marketing, non-technical sales, administration, and operational roles. All support-level roles to include personal assistant; executive assistant; virtual assistant; trainee, fresh graduate roles.

### IT SEARCH + TECHNICAL & EXPERT SEARCH

**IT, Digital & Technical Roles:**
All non-managerial IT and digital roles. All technical, engineering, and accountancy roles. All technical sales roles.

**Key Terms:**
- P7,000 initial fee
- 2 months’ salary as success fee
- 4 month replacement guarantee
- 13	extsuperscript{th} month salary not calculated in success fee

**Success Fee as Percentage of Annual Salary:** 16.66%

**Sample Job Titles:**
Digital marketing, SEO, social media; multimedia, graphic designer, copywriters; software developer/engineer; web developer; mobile developer; software architect. Design, construction, mechanical or civil engineers. CPAs and accountants. Technical sales roles. Language specific roles, including high English proficiency requirements (written or verbal).

### EXECUTIVE SEARCH

**Executive, Management and Team Lead Roles:**
President; general manager; C-level positions, country manager; regional manager; vice president, director and all managers, department heads, team leaders, and supervisors.

**Key Terms:**
- P7,000 initial fee
- 2.25 month’s salary as success fee
- 6 month replacement guarantee
- 13	extsuperscript{th} month salary not calculated in success fee
- Executive consultation
- Reference checks included

**Success Fee as Percentage of Annual Salary:** 18.75%

**Sample Job Titles:**
CEO; COO; CFO; CMO; CIO; CTO; vice president; director; country manager; managing director; Asia-Pacific manager, General Manager; HR manager; sales manager; marketing manager; operations manager; finance manager; division manager; business manager; IT manager; project manager; technical manager, development manager, team lead.

### EXPAT SEARCH

**Any type of position where an Expatriate/Repatriate is being targeted:**
Expats; expatriates; foreign nationals, repatriating Filipinos

**Any type of position where an Expatriate/Repatriate is being targeted:**
P7,000 initial fee
- 2.25 month’s salary as success fee (18.75% annual salary equivalent)
- 6 month replacement guarantee
- 13	extsuperscript{th} month salary not calculated in success fee
- Executive consultation
- Reference checks included

### TEAM SEARCH

**Any combination of 4 to 10 roles from any search type.**

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P25,000 initial fee, refundable against first 4 success fees (at P6,250 each)
- Used for 4 to 10 positions
- Valid for 6 months
- Success fee and replacement guarantee as per search type service terms
- 13	extsuperscript{th} month salary not calculated in success fee