

SEARCH SERVICE MATRIX 2021



JUNIOR SEARCH	IT SEARCH + TECHNICAL & EXPERT SEARCH	EXECUTIVE SEARCH
<p>Junior and Non-Technical Roles: Non-managerial, junior to skilled roles in any industry except IT, digital, technical, engineering, and accountancy.</p>	<p>IT, Digital & Technical Roles: All non-managerial IT and digital roles. All technical, engineering, and accountancy roles. All technical sales roles.</p>	<p>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.</p>
<p>Key Terms: P7,000 initial fee 2 months' salary as success fee 4 month replacement guarantee 13th month salary not calculated in success fee</p>	<p>Key Terms: P7,000 initial fee 2 months' salary as success fee 4 month replacement guarantee 13th month salary not calculated in success fee</p>	<p>Key Terms: P7,000 initial fee 2.25 month's salary as success fee 6 month replacement guarantee 13th month salary not calculated in success fee Executive consultation Reference checks included</p>
<p>Success Fee as Percentage of Annual Salary: 16.66%</p>	<p>Success Fee as Percentage of Annual Salary: 16.66%</p>	<p>Success Fee as Percentage of Annual Salary: 18.75%</p>
<p>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.</p>	<p>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).</p>	<p>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.</p>
EXPAT SEARCH	TEAM SEARCH	
<p>Any type of position where an Expatriate/Repatriate is being targeted: Expats; expatriates; foreign nationals, repatriating Filipinos</p>	<p>Any combination of 4 to 10 roles from any search type.</p>	
<p>P7,000 initial fee 2.25 month's success fee (18.75% annual salary equivalent) 6 month replacement guarantee 13th month not calculated in success fee Executive consultation Reference checks included</p>	<p>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 13th month salary not calculated in success fee</p>	