

# SEARCH SERVICE MATRIX 2021



JUNIOR SEARCH		IT SEARCH + TECHNICAL & EXPERT SEARCH		EXECUTIVE SEARCH	
<p><b><u>Junior and Non-Technical Roles:</u></b> Non-managerial, junior to skilled roles in any industry except IT, digital, technical, engineering, and accountancy.</p>		<p><b><u>IT, Digital &amp; Technical Roles:</u></b> All non-managerial IT and digital roles. All technical, engineering, and accountancy roles. All technical sales roles.</p>		<p><b><u>Executive, Management and Team Lead Roles:</u></b> President; general manager; C-level positions, country manager; regional manager; vice president, director and all managers, department heads, team leaders, and supervisors.</p>	
<p><b><u>Key Terms:</u></b> 2 months' salary as success fee 4 month replacement guarantee 13<sup>th</sup> month salary not calculated in success fee</p>		<p><b><u>Key Terms:</u></b> 2 months' salary as success fee 4 month replacement guarantee 13<sup>th</sup> month salary not calculated in success fee</p>		<p><b><u>Key Terms:</u></b> 2.25 month's salary as success fee 6 month replacement guarantee 13<sup>th</sup> month salary not calculated in success fee Executive consultation Reference checks included</p>	
<p><b><u>Success Fee as Percentage of Annual Salary: 16.66%</u></b></p>		<p><b><u>Success Fee as Percentage of Annual Salary: 16.66%</u></b></p>		<p><b><u>Success Fee as Percentage of Annual Salary: 18.75%</u></b></p>	
<p><b><u>Sample Job Titles:</u></b> 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><b><u>Sample Job Titles:</u></b> 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><b><u>Sample Job Titles:</u></b> 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><b><u>Any type of position where an Expatriate/Repatriate is being targeted:</u></b> Expats; expatriates; foreign nationals, repatriating Filipinos</p>			<p><b><u>Any combination of 4 to 10 roles from any search type.</u></b></p>		
<p><b>2.25 month's success fee (18.75% annual salary equivalent)</b> <b>6 month replacement guarantee</b> 13<sup>th</sup> month not calculated in success fee Executive consultation Reference checks included</p>			<p>Used for 4 to 10 positions Valid for 6 months <b>Success fee and replacement guarantee as per search type service terms</b> 13<sup>th</sup> month salary not calculated in success fee</p>		