

SEARCH SERVICE MATRIX



JUNIOR SEARCH	IT SEARCH + TECHNICAL & EXPERT SEARCH	EXECUTIVE SEARCH
<p><u>Junior and Non-Technical Roles:</u> Non-managerial, junior to skilled roles in any industry except IT, digital, technical, engineering, and accountancy.</p>	<p><u>IT, Digital & Technical Roles:</u> All non-managerial IT and digital roles. All technical, engineering, and accountancy roles. All technical sales roles.</p>	<p><u>Executive, Management and Team Lead Roles:</u> President; general manager; C-level positions, country manager; regional manager; vice president, director and all managers, department heads, team leaders, and supervisors.</p>
<p><u>Key Terms:</u> 2 months' regularized gross earnings as success fee 4 month replacement guarantee</p>	<p><u>Key Terms:</u> 2 months' regularized gross earnings as success fee 4 month replacement guarantee</p>	<p><u>Key Terms:</u> 2.25 regularized gross earnings as success fee 6 month replacement guarantee Executive consultation Reference checks included</p>
<p><u>Success Fee as Percentage of Annual Salary: 16.66%</u></p>	<p><u>Success Fee as Percentage of Annual Salary: 16.66%</u></p>	<p><u>Success Fee as Percentage of Annual Salary: 18.75%</u></p>
<p><u>Sample Job Titles:</u> 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><u>Sample Job Titles:</u> 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><u>Sample Job Titles:</u> 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><u>Any type of position where an Expatriate/Repatriate is being targeted:</u> Expats; expatriates; foreign nationals, repatriating Filipinos</p>		<p><u>Any combination of 4 to 10 roles from any search type.</u></p>
<p>2.25 regularized gross earnings as success fee (18.75% annual salary equivalent) 6 month replacement guarantee Executive consultation Reference checks included</p>		<p>Used for 4 to 10 positions Valid for 6 months Success fee and replacement guarantee as per search type service terms</p>

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Regularized Gross Earnings (RGE)	
Basic Pay (<i>Post Regularisation</i>)	120,000
13th Month Pay (<i>Monthly Accrual</i>)	10,000
Allowances	5,000
Regularized Gross Earnings (Month)	135,000
Regularized Gross Earnings (Annual)	1,620,000

Search Type	Regularized Gross Earnings (Month)	Multiplier	Success Fee	Success Fee as a % of Regularized Gross Earnings (Annual)
Executive Search (2.25x)	135,000	2.25x	303,750	18.75%
Tech & Expert Search (2.0x)	135,000	2.0x	270,000	16.67%
IT Search (2.0x)	135,000	2.0x	270,000	16.67%