

Cost comparisons

If we do not have sufficient knowledge or abilities to work on a search assignment, we will tell you right away. If in the course of the search we encounter intractable difficulties (e.g., unusually low salary range or an obvious scarcity of reasonable candidates) we will suggest alternatives or withdraw from the search assignment without incurring any cost to you. Our fees are always fully quoted at the outset and they are based on our degree of difficulty in filling a position. They may be based on a percentage of the placed candidate's compensation or may be a flat rate.

Our efficiency has its rewards, which we are more than happy to pass on to you in order to win your continuing business. We also have special programs for startup firms with limited budgets but great needs, particularly in handling the tricky and critical issue of outgrowing their first generation of management. Over the years, we have never placed a want-ad to find a candidate. We use our expertise to widen your Human Resources reach, not to replicate what you already do well. We are headhunters and management consultants who know when to listen, when to ask, and when to advise. We want your firm to be better and stronger, because being so means you will be more attractive to our best candidates, with whom we trust both your and our success and reputation will be greatly enhanced.

You see, we think of our candidates as by far our best calling cards. In an average year, about one in three ORIS Creative Solutions Inc. candidates who had in-house interviews with our client-companies were placed with those firms; approximately 1 in 2.5 of these same candidates received offers from those same firms. (This degree of precision is unusual in the executive search field. In the case of one famous competitor, a major executive search firm with offices throughout North America and known for its investment in employee training, it had as its placement-to-interview rate an average of one in ten!) Part of our success rate is due to our own internal quality program, which constantly causes us to ask ourselves how we could do our work better.

Our quality, consistency, and demands on our client-companies and candidates to think big first, help us provide you with superior candidates at reasonable fees, which, we hope, may cause you to want to use us again and again as your firm grows.