



**THE VALUE OF WORKING WITH A  
RETAINED EXECUTIVE SEARCH FIRM**

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## THE VALUE OF WORKING WITH A RETAINED EXECUTIVE SEARCH FIRM

When a company begins an executive search process, it's not as easy as simply posting a position on a job board and waiting for candidates to respond. The proliferation of social networks like LinkedIn and other listing services have made it easier than ever before for businesses to gain access to a slate of candidates. And if a company follows this strategy, it will get responses from candidates.

However, this doesn't mean that they're the right candidates.

At YES Partners, we truly believe that finding people is easy, but finding the right people is not.

The most difficult aspect of the executive search process is finding the right fit for crucial positions. If, for example, the company posts the open positions, who is to say that the candidates who best fit the requirements of a particular job are even looking at these listings?

The truth is, usually the right individuals don't apply for these jobs. While you might attract "active" candidates looking for work, you could miss out on the "passive" ones – those who may listen to an offer if the opportunity is right. It's these candidates who might happen to be the best fit for you without you knowing or them knowing of the opportunity. YES Partners has access to some of the most talented executives across a wide range of industries. We form a relationship with your company in order to locate the person who represents the greatest fit.

To do this, businesses need to proactively look for the most suitable person. At the same time, looking for the right person is a full-time job that your business simply might not have the time, experiences or resources for.



For 20 years, YES Partners has focused on higher level positions, from C- and V-level executives to directors, who need to be actively approached. We will find you highly qualified, experienced executive candidates, understand your specific needs and deliver a personalized service, and present to you the perfect candidate in a timely manner, with our no-risk model. We guarantee efficiency by following a set pattern of guidelines, beginning with an in-depth assessment of our clients and proceeding in close contact, so there are no misunderstandings. Our experienced team and, best of all, our no-risk model, means there is no upfront payment (“retainer”), until we prove we have the right candidates. This means no risk to any client.

## WHY A THIRD PARTY GLOBAL EXECUTIVE SEARCH FIRM?

*“We are the global executive search firm with the experience that allows us to specialize in multiple industries.”*

Global executive search firms like YES Partners continue to deliver results to their clients, and particularly for the highest-level positions. These are the positions that, if they aren’t filled with the right people, could set a company back considerably, losing out to the competition.

No matter what executive position you are trying to fill, in any culture or industry, the right candidate will first need to be found, and then need thorough consideration. Doing this yourself could create a drain on your resources, and more importantly, on your time.



YES Partners has proven time and again that we are the global executive search firm with the experience that allows us to specialize in multiple industries. We are recruiting all the time and across all fields, with no one area getting special treatment over any other, so our reach far surpasses that of companies' internal efforts, internal networks and those of other executive recruiters.

And, while YES Partners is engaging with some of the best passive candidates a particular industry has to offer, your business is free to perform all its core business without having to worry about this yourselves.

## CONFIDENTIALITY

Another reason to consider YES Partners' global executive search services is the way that we keep your vacancy secret. Important positions require confidentiality. Furthermore, we often search for candidates for a position that is currently occupied.

*"Important positions require confidentiality."*

Because of this, it could be against the wishes of your company to use a public online space or more standard recruitment methods on your own. When YES Partners takes on a job, we work something like a private detective, in order to find the right candidates discreetly and confidentially.

## A PARTNERSHIP WITH YES PARTNERS LEADS TO SUCCESS

YES Partners has a proven track record. Founded outside of the United States, we have access to some of the best executives in the world. Our searches encompass different locations and countries around the Globe.

An American company that works with us has the added advantage of being able to use the same contact at YES Partners in the USA no matter where in the world their search takes them. Unlike some recruitment providers, we operate a



“no risk” exchange in which means we prove first that we can deliver the high caliber right candidates a company needs before asking for any payment.

We also offer a week-by-week progress report so companies can track the process and see how close they are to getting their CEO or Executive installed. Finally, we provide a summary of everything done, including a four-to-six week “shortlist” average.

## OUR PROMISE

It may seem risky to go outside the company when looking for just the right candidate for a vacancy. But you’re not taking a risk by using YES Partners - you’re actually reducing the risks involved. While we guide you through the process we do best, you can focus on your core business.

*For more information, email us at [info@yespartners.com](mailto:info@yespartners.com) and visit our website [www.yespartners.com](http://www.yespartners.com) to learn what to expect and how we can help you.*



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