

OXIOMHUB RETAINED SEARCH

- **Executive & Senior Search**
- **Confidential Hires**
- **Dedicated Consultants**
- **Full Process Management**



A Dedicated, Exclusive Partnership

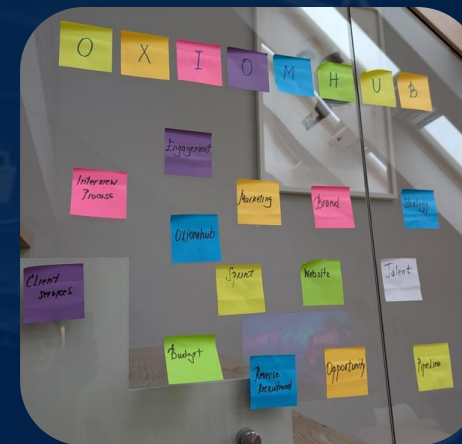
Retained Search is our premium, bespoke service for organisations that need to fill senior, specialist, or confidential roles, where quality, discretion, and speed all matter.

Unlike contingency recruitment, we work exclusively on your role from day one. You get a dedicated consultant, a structured process, and a pre-qualified shortlist, delivered on your timeline.



Dedicated Consultants

One specialist team owns your search from start to finish, no handoffs, no gaps.



Pre-Qualified Shortlist

We screen deeply so your team only meets the top-calibre candidates, delivered on a clear timeline.



Full Process Management

From market mapping and sourcing through to offer and acceptance, we manage every step.



WHEN IS RETAINED SEARCH **THE RIGHT CHOICE?**

Not every hire needs a retained search. Here's when it's the right call.

C-Suite & Director Level

When the hire will shape strategy, culture, or company direction. The stakes demand exclusivity and deep market access.

Rare or Niche Skill Sets

When the talent pool is small, passive, and won't respond to job boards, requiring proactive headhunting.



Confidential Replacements

When an incumbent is still in post, discretion is non-negotiable and a public job ad isn't an option.

Time-Critical Leadership

When a gap at the top is costing momentum and you need a structured, guaranteed process with clear milestones.



OUR RETAINED SEARCH PROCESS

01

Discovery & Brief

Deep-dive briefing with key stakeholders to define the role, culture bar, and success metrics. We build the hiring scorecard together.

02

Market Mapping

We identify and map every relevant candidate in the market, active and passive, using our proprietary research methodology.

03

Proactive Headhunting

Dedicated consultants reach out confidentially to target candidates. No job boards. No noise. Just direct, discreet outreach.

04

Screening & Assessment

Every candidate is rigorously screened against your scorecard before we present. You only see the top-tier shortlist.

05

Shortlist Presentation

A curated shortlist of 3–5 pre-qualified candidates delivered with full profiles, assessments, and our recommendation.

06

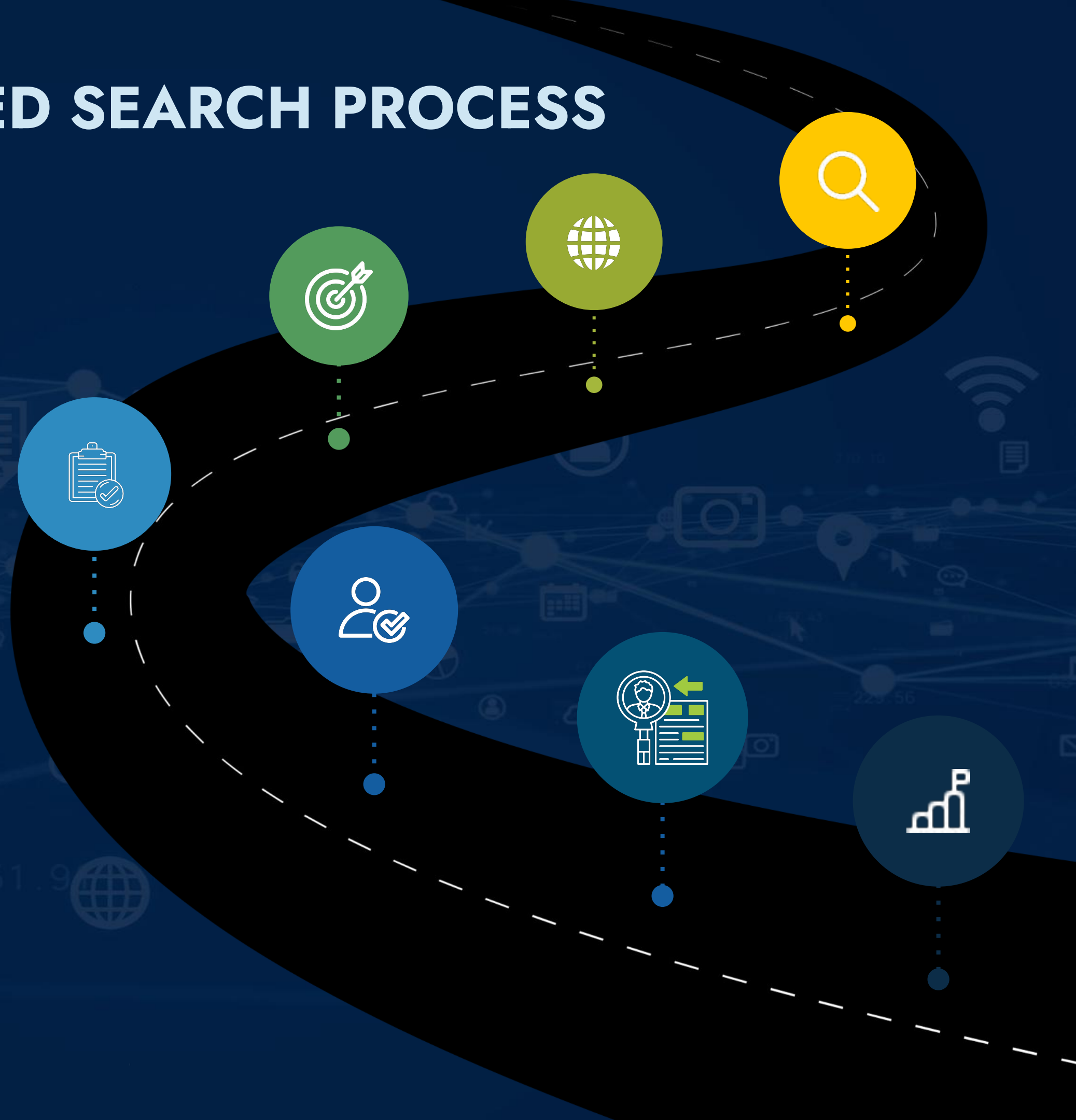
Verification & Reference checks calls

Verification & reference checks confirm the candidate's background, performance, and suitability before finalizing the hiring decision...

07

Offer & Close & Support

We manage interviews, feedback loops, and offer negotiation, acting as a trusted bridge to secure your preferred candidate.



TRANSPARENT, BESPOKE PRICING

Standard Senior Hire

Most Common

€10,000

per role

Director-level and specialist roles requiring structured search within an accessible talent market.

- ✓ Dedicated search consultant
- ✓ Pre-qualified shortlist of 3–5
- ✓ Full process management
- ✓ Market mapping & outreach

Complex or Confidential Hire

Premium

€15,000

per role

C-suite, highly confidential, or rare niche roles where discretion and deep market penetration are critical.

- ✓ Senior partner-led search
- ✓ Expanded market mapping
- ✓ Confidential outreach only
- ✓ Succession planning support

WHY OUR RETAINED SEARCH **STANDS OUT** ?



Exclusivity & Dedication

We work exclusively on your brief. No competing searches, no divided attention. Your role gets 100% of our focus until it's filled.



Confidentiality by Design

We approach every candidate discreetly and professionally. No public ads. No accidental exposure. Your business stays protected throughout.



Bespoke, Not Off-the-Shelf

Every search is built from scratch for your organisation, your culture, your timeline, your definition of excellence. No templated shortlists.



Quality Over Volume

We present 3–5 pre-qualified, deeply assessed candidates, not a list of 20 CVs. Your hiring managers spend time on decisions, not screening.

Hire with

Confidence

SENIOR TALENT

BESPOKE PROCESS

RESULTS YOU CAN COUNT ON

10K–15K € Per Role Fee

6–8 Week Timeline

3-5 Pre-Qualified Candidates

100% Dedicated Consultants

READY TO BUILD YOUR NEXT GREAT TEAM?

LET'S MAKE YOUR NEXT HIRES FASTER, SMARTER.

THANK YOU
FOR YOUR ATTENTION

GET IN TOUCH

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