


**Introduction**  
**Frank Suhadolnik**  
**Executive Search Consultant**  
**Barnes Kavelle Ltd.**



**Early Stage**  
**High Growth**  
**Energy & Technology**

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# Presentation



- Engaging with a Search Consultant
- Mitigating Risk

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# Recent Appointments

- CEO, Arvia Technology - MTI Partners
- Chairman, Inertius - Enterprise Ventures
- Sales Director, Iskra Wind - Foresight Group



arvia technology



mti building technology  
businesses



INERTIUS



enterprise  
ventures  
investing in excellence



iskra  
bringing wind energy to life



Foresight  
group



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# Engagement



- ❑ The Search Fee Model:
- ❑ 40% of Package
- ❑ Paid in Thirds –  
Retainer, Shortlist, Appointment
- ❑ £40,000 Minimum Fee

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- The client has confidence the appointment will be made if they retain
  - The client gets better representation and a more committed service
  - The client is insuring against failure

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## Origins

- Time Intensive Research
- Proprietary Knowledge

## Now

- Better Communication and Technology
- Lower Research Costs


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# Mitigating Risk




- Prove or Disprove the Recruitment Hypothesis
- Provide Options

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- Right Appointment.  
Pay too much. Run out of Cash.
  
  - Wrong Appointment.  
Pay too little. Run out of Cash.
  
  - Wrong Consultant.  
Don't Appoint. Run out of Cash.

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- ❑ 40% of total package –  
6 month reducing rebate.
  
  - ❑ 30% of salary –  
6 month guarantee to repeat assignment.
  
  - ❑ Fixed fee –  
½ against appointment, ½ against objectives.

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# How To Choose



- Take verbal and written references.
- Align success – theirs and yours.
- Read the small print – Don't pay for total package and ask for fixed fee.

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