



# Client Service Solutions

Bermuda | British Virgin Islands | Cayman Islands

Actuarial | Audit & Advisory | Corporate Services  
Finance & Accounting | Insolvency & Restructuring  
Legal | Regulatory & Compliance | Trusts | US Tax

## Executive Search & Selection

Finding top talent is difficult for many employers. Sourcing globally and using Island knowledge, our unique approach helps you access the Top 20% of professionals for the region, including passive talent who are not actively job-seeking. Our *Offshore Professional Talent Acquisition System*<sup>®</sup> (OPTAS) is the only bespoke recruitment solution in the market that solves hiring problems specifically found in the offshore Financial Services & Legal sector.

## We'll Save You Time & Money

With 20+ years' experience, we truly understand the Caribbean & Bermuda market. We enjoy a **96% quality of hire success rate**, meaning you will avoid unnecessary replacement costs. All candidates are screened to ensure they are of the highest quality and a superb 'Island fit' as standard, and we only submit candidates who match your brief, saving you time. By leveraging our system, you'll ensure your vacancies are seen by exceptional candidates both on and off the market. And we'll act fast if your vacancy is urgent.

## Choose a Recruitment Solution

In deciding which solution to select, bear in mind that our scope to help you will be a reflection of your choice as this influences the extent to which we are able to dedicate specialist resources to work on your assignment. All cost the same and are underpinned by OPTAS®. We offer 3 service options: **Platinum**, **Gold** and **Silver**. Full terms & conditions for each option are available on request. [Not sure which option is best? Book a Discovery Call](#)

### PLATINUM | We search for the very best person for you

#### Recommended option for senior or hard-to-fill hiring

- **5-year replacement safeguard in case a hire doesn't work out**
- **We commit to search for the very best person for your opening**
- **The campaign is extensive and significant resources are allocated**
- **A recommended shortlist is presented for interview**
- **We'll do your first interview so you don't have to**
- **Benchmarking first candidates to confirm search criteria**
- **Collating candidate references on request**
- **Psychometric testing to understand skills and competencies on request**
- **We receive our full fee only when key milestones are met successfully**
- Dedicated headhunters and sourcers working on your assignment
- Extensive advertising across social media, including LinkedIn
- Proactive search of passive talent
- Track progress and receive updates at any time with a single point of contact
- Benefit from our Offshore Professional Talent Acquisition System®
- Showcase your job on our market-leading offshore career portal
- Full Applicant Tracking System database search of 50,000+ registered candidates
- Tailored mail shot to up to 25,000+ professionals
- Professional skills, qualification and 'Island fit' assessment
- Full CV review to ensure completeness and consistency of presentation
- Interview coordination with your team
- Candidate work permit guidance

The Platinum option is best for clients who appreciate the commitment and benefits of a tier-one service and/or have senior or hard-to-fill positions. It doesn't cost any more than our other service offerings, and you enjoy our highest level of service. By mutually committing to partner, we are able to focus our resources on finding the very best person for your opening.

Non-refundable payments are staged as follows: 1/3 of expected fee on engagement acceptance, 1/3 of expected fee on shortlist presentation, with a balancing settlement when the candidate starts work with your company on the Island. Using these milestones, together with our candidate replacement safeguards, we share the recruitment risk with you.

## GOLD | We search exclusively to find you a superior candidate

### Recommended option for mid & entry-level hiring

- **12-month replacement safeguard in case a hire doesn't work out**
- **Dedicated headhunters and sourcers working on your assignment**
- **Extensive advertising across social media, including LinkedIn**
- **Proactive search of passive talent**
- **Track progress and receive updates at any time with a single point of contact**
- Benefit from our Offshore Professional Talent Acquisition System®
- Showcase your job on our market-leading offshore career portal
- Full Applicant Tracking System database search of 50,000+ registered candidates
- Tailored mail shot to up to 25,000+ professionals
- Professional skills, qualification and 'Island fit' assessment
- Full CV review to ensure completeness and consistency of presentation
- Interview coordination with your team
- Candidate work permit guidance

Under the Gold option, we work on your role exclusively for an agreed period of time and get paid subject to a successful placement. There are definite benefits in working this way over contingent recruitment: simply put, because we can invest extra time and resources to do the exercise more thoroughly and reach a wider range of candidates, you enjoy a better quality of hire.

## SILVER | We advertise your job and select candidates from our database

### Recommended option for entry-level hiring

- **3-month replacement safeguard in case a hire doesn't work out**
- **Benefit from our Offshore Professional Talent Acquisition System®**
- **Showcase your job on our market-leading offshore career portal**
- **Full Applicant Tracking System database search of 50,000+ registered candidates**
- **Tailored mail shot to up to 25,000+ professionals**
- **Basic social media promotion**
- **Professional skills, qualification and 'Island fit' assessment**
- **Full CV review to ensure completeness and consistency of presentation**
- **Interview coordination with your team**
- **Candidate work permit guidance**

Under the Silver option, we operate contingently on a 'no win, no fee' basis. The limitation is that we are under pressure to deliver extremely fast results as we're in competition with other agencies, business partners, jobs boards etc. We always do our best but won't have the luxury of investing maximum resources to help you, given that we may not receive credit for making the final placement.



Client Service Solutions for Employers Hirin...




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We commit to  
work with you  
until the position  
is filled

Watch on  YouTube

**Ready to hire? Book a client Discovery Call by clicking here**

Learn about our Offshore Professional Talent Acquisition System®

We can also help with [Work Permits](#), [Outsourced Payroll](#) and [Contract Accountants](#)

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