

# Retained service

## Pre-Paid

Ideal for general expansion. Pre-pay a small amount in advance for an agreed multiple positions that is then deducted from the final invoice once the placement starts.

- **Discounted fee**
- **Extended Rebate**
- **Used across various positions at your convenience**
- **No fixed time limit**

## Campaign Service

Ideal for quick growth with specific roles in mind. Make a one-off retained payment for pre-specified positions.

- **Significantly reduced fees**
- **Specified time period**
- **Extended rebate, with options free replacements**

## 50/50

Ideal for senior appointments, whereby 50% is paid in advance with the remaining 50% invoiced on the start date.

- **Discounted fee**
- **Extended rebate**
- **Full refund for unfilled placements**
- **Worked by Principal consultant or director**

# Why use clear



Database of over 150,000 engineers across EMEA and US plus thousands in various overseas locations



Full diligent screening process, delivering an engaged shortlist within 5 working days



Latest tech stack



Advertising across various platforms across UK, EU and USA



Dozens of successful exclusive and retained partnerships



30k+ followers on LinkedIn (25% yearly increase)

## You can expect

### All applicants vetted

Dedicated 3 person team	Receive shortlist within a week
1 point of contact	Prespecified candidate prescreens
Minimum of 3 CVs per list	Interview feedback within 24 hours of interview