Keystone Recruiting

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How a search works

A scored shortlist in ten business days. Every candidate screened before you meet them. No retainer, no monthly fee, no exclusivity.

THE CLOCK

BEFORE THE CLOCK

Intake call
30 minutes with the person the engineer will report to

Scorecard
written, with weights; you approve it before we search

TEN BUSINESS DAYS FROM THE SIGNED AGREEMENT

1 2 3 4 5 6 7 8 9 **10**

Search the whole market, score every profile, screen the best, write it down

Scored shortlist
one written brief per person

AFTER

You interview
who you choose

Offer signed
invoiced, payable within 15 days

Ninety days
free replacement if the hire leaves

SIX STEPS

30 minutes, with you

1 We read the role, not the job ad.

Thirty minutes with the person the engineer will report to. It becomes a written scorecard, with weights, that you approve before we search.

Inside the ten days

2 We start from the whole market.

Hundreds of profiles per role across North America, not dozens, including the people who are not looking.

Inside the ten days

3 We score every profile, with the evidence.

Against your scorecard, each score with the evidence it rests on and a confidence level; “unknown” where the profile is silent.

20 minutes per candidate

4 We screen before you spend an hour.

A structured call: the same questions in the same order, scored against written anchors, with a transcript. Rated twice; where the two disagree, a person decides.

Within ten business days

5 We write it down, including what we did not like.

One page per candidate: what they have built, where they are strong, what to probe, and the one thing we are unsure about.

Ninety days covered

6 You decide.

You interview who you choose. If the hire leaves within ninety days, we run the search again at no charge.

Terms, stated plainly.

- **Success fee only, among the lowest in the industry:** our operating model does the reading and the ranking that agencies pay a team to do, and the fee reflects it. The exact rate is quoted before the search starts.
- No retainer, no monthly fee, no exclusivity.
- Invoiced when the candidate signs your offer, payable within 15 days.
- Free replacement if the hire leaves within ninety days.
- No fee if you hire someone we did not introduce.