

Tier	Typically working as: (the large X indicates where the person puts 50% or more of their work energy as they carry out their day-to-day tasks)					Typical Roles In small (> 5 people) to medium (<500 people) enterprises
	An individual	A member of a team or work group	A manager of others	A manager of managers of others	The leader for an entire organization or sub-business unit	
One (Individual Performers)	X					Receptionist, Executive Assistant, Administrative Clerk, Accounting Clerk, , Customer Service Representative, Call Centre Worker ...
Two (Team / Work Group Performers)	X	X				Sales Representative, Market Analyst, Accountant / Accounting Analyst, Financial Analyst, Business Analyst, Information Technology Roles, Human Resource Roles, Marketing Roles, Graphic Designer, Desktop Publisher, ...
Three (Managers of Others)	X	X	X			Office Manager, Manager of ...
Four (Managers of Managers)	X	X	X	X		Director of ..., Vice-President of ...
Five (Leaders of Enterprises)	X	X	X	X	X	C-Level Roles



WeCRUT3.com Recruiting Tiers

Our recruiting assignments for clients are for roles in Tiers **One** through **Three**.
Tiers **Four** and **Five** recruiting assignments handled as retained executive search assignments.
We focus on small (more than 5 people)
to medium (less than 500 people) sized enterprises which cannot afford to make hiring mistakes..



Assignment Pricing

Tier	Typical Roles	Typical Fees ¹	Includes	Potential Extra \$ ²	Success Factors
One	Receptionist, Executive Assistant, Administrative Clerk, Accounting Clerk, , Customer Service Representative, Call Centre Worker ...	\$2000-\$3000	1. Assignment start up 2. Creation of Job description / In A Typical Day job outline ...	1. Posting on additional Internet Jobs Boards, e.g. Career Builder, Indeed, Workopolis, Monster ... (at cost). Need for is driven by supply of candidates in local job markets.	Recruiters can work virtually today using the Internet to connect to client staff and to candidates.
Two	Sales Representative, Market Analyst, Accountant / Accounting Analyst, Financial Analyst, Business Analyst, Information Technology Roles, Human Resource Roles, Marketing Roles, Graphic Designer, Desktop Publisher, ...	\$3000 to \$6000	3. Job Posting on Kijiji, Craigslist 4. Resume Review	2. Additional Possible Services: <ul style="list-style-type: none"> • Final Candidate – Hiring Decision Maker Interview Coordination \$250 	Local geographical, industry and role experience are all important issues to take into account in assigning a recruiter to an assignment.
Three	Office Manager, Manager of ...	\$6000 to \$9000	5. Short List Candidate Evaluation 6. Final Candidates Package	<ul style="list-style-type: none"> • In-depth Reference Checks \$1000 • Draft Letter of Offer \$250 	Personal career experience as a manager of others, responsible for inspiring and evaluating direct report performance is a crucial background element that defines top of the line recruiters.
Four	Director of ..., Vice-President of ...	Fees reflect hours (based on time sheets) spent on assignment, with a cap of 25% of 1 st Year Compensation Package	We handle these assignments as full service retained executive search ³ .		Given the demographic age shift, access to good candidates will be more difficult for some roles and technical skill sets when local economic conditions creates higher levels of demand for these in a local job marketplace.
Five	C-Level Roles (CEO, COO, CFO, CMO, CSO, CIO, CTO, CHRO, General Manager, Executive Director , ...)				

¹ Tier One through Three Fees are set out in a letter of confirmation at the start of the recruiting assignment. Higher fees reflect the anticipated greater difficulty of finding quality candidates in the local job marketplace. All fees payable ½ on start of assignment, ½ on completion.

² Fees Payable when client confirms that service is requested.

³ 1/3 of estimated total fees due on assignment start; fees billed weekly based on actual staff hours expended; client pre-approved Job Board posting and other assignment expenses billed at cost.