

Retained Sourcing



People are the power behind your business

Our Retained Sourcing approach enables us to quickly identify and deliver senior professionals – exceptional people who are right for your job at a lower cost than traditional executive or contingent search programs.

We focus on reaching passive candidates and building relationships, simultaneously engaging, and vetting to understand their goals as well as their expertise. We also develop deep client relationships over time to create a co-branded approach to candidates on your behalf. We don't just represent your company; we promote your unique value proposition as well as the position you need to fill.

Power-4 succeeds because our experienced sourcing teams work as fully integrated partners. We serve as an extension of your HR/TA team, and we collaborate with senior leadership and other key internal stakeholders as needed.

We specialize in senior clinical and executive positions in the \$80-500,000 salary range as well as key corporate roles in IT, HR, sales and marketing, primarily in these industries:

- Life Sciences
- Financial Services
- Technology
- Retail
- Insurance
- EdTech
- Professional Services
- Healthcare

How We Charge

We work on retainer, but on a project basis. Hire us when you need us – for a month, or three, or six or longer – to fill one position or build an entirely new team.

- No retained fee upfront or per candidate placement fee required, so you don't pay for our services unless we're actively working for you.
- Our model is more cost-efficient, especially if you need to fill multiple positions quickly.
- All candidates recruited are exclusively yours, whether you hire them now or in the future to build your pipeline, with no additional fees for multiple hires.



The Power-4 Difference

- Over 80% of our placements are passive candidates.
- 90% of our clients work with Power-4 on repeat business.
- Many of our clients continue to hire sourced candidates well after project completion.
- Seasoned talent acquisition/recruiting professionals
- Dedicated extension of your internal team
- Access to elite candidates
- Results you cannot achieve on your own.

