

dSb Fees

Simple | Clear | Competitive



Fee on Success

19%

*Only pay when we place, dSb working alongside other external Recruiters.
Always a quick, great service but low commitment so no value adds*

- Thorough sourcing with candidates pre-screened & matched to your role requirements
- Expert management of the process through to offer and beyond
- CVs sent throughout the sourcing process
- Best if you have the internal resources and time to shortlist yourselves

Fee on Success (with Exclusivity)

18%

*Only pay when we place but use dSb as your exclusive external Recruiter
More commitment from you so we can make it cheaper*

- As above but dSb have exclusivity for an agreed period
- Single Agency = ability to focus on quality vs. speed of agency submission
- Higher prioritisation, more resources allocated, a highly targeted shortlist presented
- One point of contact, better candidate experience, improved brand integrity
- Saves your time and resources for less cost

Retain Us

17%

*Our most comprehensive service. Your full commitment so we can
give you more for less. The biggest money, time and resource saver for you*

- The highest priority level for your Consultant
- Complete market sourcing and mapping across all channels (advertising, headhunting, database, referrals)
- Candidates face-to-face or video screened against your role requirements and business culture. Includes internals for full transparency, consistency, and fair benchmarking
- Presented with a detailed and targeted shortlist of the top candidates in the market
- Spreads the cost. Part-payments made during the process to retain our additional time and resources
- Ideal for senior level, confidential, business critical, or tricky roles, or where you have limited time or resources to invest yourself

The other important info

- Fee based on candidate's basic salary plus guaranteed benefits only.
- 8 weeks guarantee: free replacement or pro-rata refund
- Payment terms: 14 days from invoice date
- Contract hires 6+ months: pro-rata charge to the nearest week.
- Short contracts <6 months: pro-rata plus 15% fee uplift + 7 days payment terms
- All roles managed by our highly experienced consultants using market leading recruitment tools, committed to giving the best level of service whatever you choose
BUT....the more commitment you can give us, the more we can give you (and for cheaper!)

*All the above is subject to the inevitably required legal terms & conditions
[Please click here to view](#)*