



# Pricing and Roles

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## ABOUT TALENTHUT

TalentHut is a tech expert organization with offices in Portugal, Malta and with development facilities located in Central India and Portugal. We pioneered the 'development centers as a service' (DCaaS) model, supplying world class offshore development centers and software engineers especially customized to the requirements of small/medium organizations and startups. Subject Matter Expert organizations can avoid the expenses of owning and creating their own offshore development centers through our on-demand resource and PMO solutions, which can accelerate product development, and save costs.

Venture Capital Firms invest in 100 companies in order to gain a small percentage of success. We improve those Odds by providing companies both customized executive recruiting services and hosting services for a significantly reduced cost. Combined we call this DCaaS (Development Centres as a Service).

As a result, we provide both Executive Recruitment Services and Development Centers as a Service.

## WHY TALENTHUT

- TALENTHUT has a highly skilled set of talents that are built on referral and successful partnerships.
  - Our recruiters are exceptionally skilled in identifying top talent around the globe and matching them with the client's needs (culture and skillset).
  - We have an 85% fill ratio for every open position we partner for.
  - We hunt for candidate's that aren't actively looking but if presented with the correct opportunity, would want to pursue it. We hunt candidates from competitors.
  - We make placements as fast as in 1 week.
  - We work as consultants for our Clients every step of the way. We care about who we work with.
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## SERVICES OFFERED

- **Non-Exclusive Dedicated** - TALENTHUT provides their top service while competing with other firms. Due to this, we charge an Engagement Fee.
- **Exclusive Dedicated** - TALENTHUT provides their top service while not competing with other firms. Due to this, we don't charge an Engagement Fee. This is once again, our most complete search.
- **Non-Exclusive Contingent** - TALENTHUT provides a bare bones service based on a skill set search and limited dedicated time.
- **DCaaS** - Development Centers as a Service is like having your team down the hall, however, in this case they would be hosted in India or Portugal. It's a great way to scale with reduced costs.

## PRICING

| Type of Hires                            | Cost  | Time of Payment |
|--|---|-----------------|
| Non-Exclusive Dedicated                  | 15% - 20% gross annual salary+ Engagement Fee | Billed twice    |
| Exclusive Dedicated                      | 11-15% gross annual salary                    | Billed once     |
| Non-Exclusive Contingent                 | 10% of gross annual salary                    | Billed once     |
| DCaaS - Development Centres as a Service | €800/month + hire salary                      | Billed monthly  |

## PRICING SAMPLE

| Service             | Salary       | Placement Fee | Subtotal    |
|---------------------|--------------|---------------|-------------|
| Exclusive Dedicated | \$100,000.00 | 13%           | \$13,000.00 |

Subtotal **\$13,000.00**

**Total \$13,000.00**

## TERMS FOR PLACEMENTS

- TALENTHUT bears all of the costs related to candidate sourcing, reference checks, background checks, and advertising.
- If the business rejects a resource sourced by TALENTHUT and wants to bring the same resource on-board within 6 months afterwards, it will be considered a TALENTHUT candidate and business pays the full fee applicable for the resource.
- TALENTHUT's professional fee is guaranteed for a ninety (90) day period. If the Candidate voluntarily resigns within that period, TALENTHUT provides a 100% free replacement.

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## BILLING AND PAYMENT

- An Engagement Fee is charged if we have a Non-Exclusive Dedicated Agreement (€500-€1500 depending on the candidate profile).
- Placement Fee is due on the date the candidate signs their offer letter/employment contract.

### **Contingent Search**

- No up front financial commitment, risk one-sided results in a higher cost per hire with a single payment for services provided
- No warranties are made as to the level of effort or lack thereof, usually search effort ends when some candidates are presented and new effort would potentially ensue if candidates presented didn't produce a hire (start and stop, lack of consistency)
- Candidates can be presented to any organization looking for a similar person and potential competition for candidate could ensue
- Emphasis on generating candidates and less role in selection results in less accountability of search consultant, which results in a nominal, replacement guarantee time frame
- There is no guarantee on either side, the search consultant makes no guarantee of achievement of any performance milestone including fulfillment, as there has been no "consideration" given by client
- Some tools and services can be accessed at higher costs; some can not be provided with contingency recruiting

### **Dedicated Search**

- Greater upfront financial commitment, thereby sharing risk results in a lower cost per hire and enhanced cash flow
  - Dedicated search with myopic focus with high percentage of search consultants and potentially other recruiters' time spent on fulfillment of client need until project completed (fluid, consistency of effort until completed)
  - Clients are given a right of first refusal on candidates, once a candidate is interviewed, he/she will not be presented to a competing organization until client has determined that there is no interest in pursuing the relationship (within specific time frame)
  - Greater role in candidate selection results in a greater accountability should candidate quit or be let go, which results in a longer replacement guarantee time frame
  - Mutual commitment to perform; if client cancels search, then financial commitment is kept, if search consultant fails to perform, then financial commitment is forgiven as performances objectives are woven into agreement
  - Candidates, behavioral profiling, compensation surveys, relocation assistance, additional recruiting assistance, competitive analysis, consulting, etc can be incorporated into the search
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## Roles recruited for:

- **Marketing:**
  - Product Marketing
  - SEO/SEM
  - Content Marketing
  - Marketing Managers
- **Sales and Client Retention:**
  - Account Executives (B2B and B2C)
  - Account Managers (B2B and B2C)
  - Business Development Managers (B2B and B2C)
  - Customer Success Managers (B2B and B2C)
- **Tech:**
  - Full Stack Developers
  - Front End Developers
  - Back End Developers
  - DevOps
  - Implementation Engineers
  - UI/UX or Product Designers

## Technology recruited for:

- **Marketing:**
  - Trello
  - Photoshop
  - Adobe Illustrator
  - LinkedIn
  - Marketo
  - Google Analytics
  - Google Search Console
  - Yoast SEO
  - Salesforce
- **Sales and Client Retention:**
  - CRMs
  - Social Selling tools
  - Web Visitor/Tracking tools
  - Collateral Tracking tools
  - Lead Generation tools
  - Sales Automation tools
- **Tech:**
  - Linux – CentOS and Ubuntu, Bash
  - PHP 5.6+ & PHP 7+
  - Hadoop, Spark, Nagios, Docker, Talend
  - ElasticSearch & Memcache
  - Git- GitLab and Gitlab CI for automated deployments
  - AWS – EC2, ELB, S3, SQS, Route53
  - CSS, HTML5, Siberian, WordPress
  - C#, Ruby, Python, .NET
  - NoSQL, MySQL, MongoDB, MariaDB
  - Cloudformation/Terraform
  - JSON, XML
  - REACT Native, REACT JS, JavaScript, Angular
  - Agile, Scrum, JQuery, Objective-C, Swift, Java