

PINNACLE: TALENT | SOLUTIONS

We supply professionals and solutions that deliver in the world of complex contracts.

As the global market leader in Commercial Contract Manager (CCM) recruitment, Arguile Search has unrivalled access to the best talent available. We are unique in that we specialise purely on the Commercial Contracts skill set and we have a truly global reach.

PINNACLE: TALENT SOLUTIONS

Arguile Search is the global leader in Commercial and Contracts Recruitment. We're experts that can provide you with both permanent and contract CCM professionals.

Through our singular focus and commitment to CCM, we'll consistently deliver the best people for your team or project.

It has never been harder to find the best talent, which has left traditional recruitment agencies struggling to meet demand.

However, at Arguile we're blending our investment in technology with our proud history of candidate nurturing and relationship building. Our Pinnacle Solution is unique and a powerful alternative to the traditional agencies the market has to endure.

We manage risk, take full accountability, deliver project work and comfortably fill the gap between traditional recruitment agency and consultancies.

To help our client understand the full spectrum of service offering we have developed a product suite as a guide.

Our CEO is a keen cyclist our products are named after some of the most challenging climbs on the planet.

PERMANENT

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CONTRACT



STELVIO
Mission-Critical Hires



HARDKNOTT
Outcome-Based Solution



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Multiple Permanent Hires



TOURMALET
Multiple Interim Hires



SA CALOBRA
Classic Permanent



GALIBIER
Classic Contract



MORTIROLO
Margin Improvement

MISSION CRITICAL HIRES

STELVIO

Our Premium Solution – think modern day search incorporating the latest innovation, tech and processes with a guarantee of up to 12 months free replacement. Doing it our way you will always get the right person and present your brand as best in class.

For example, GlassDoor state a poor senior or key hire costs 4x the basic salary – plus the damage to your reputation.

Free marketing and advertising campaigns

Full employer brand microsites

3-12 months free replacements

Back-2-back SLA agreement

All video initial screening first round

FEATURES

BENEFITS

- Time-saving
- Broader reach
- Innovative edge
- Guaranteed results

FEES |

- £2-5k upfront retainer to agree SLA, repayable in full if a search is unsuccessful.
- Retainer deducted from the final fee
- Final fee 25-33% of full first-year package depending on duration on free replacement

MULTIPLE PERM HIRES

On the occasions you require four or more professionals with a similar skill-set over a rolling 12 months.

This solution blends our premium service features (Stelvio) but at a significantly reduced cost to reflect the guaranteed repeat business.



VENTOUX

Talent
pipelining

Ultimate
4 or more
solution

Video-first
methodology

Free
advertising
campaigns

3-12 month
free
replacement

Microsite
and employer
branding

FEATURES

BENEFITS

- Premium service at a discounted rate
- Guaranteed results
- We focus on recruitment you focus on BAU

FEES |

- A 30% discount on the premium Stelvio search product based on 50% being paid in advance to build the solution.
- The remaining 50% of fees paid on offer of an individual placement.
- Total placement fee of 17.5% - 23% first year package depending on duration of free replacement.

ARGUILE
SEARCH | CHAMPIONING
CCM GLOBALLY

CLASSIC PERMANENT



SA CALOBRA

Our re-engineered approach to the classic permanent candidate search.

Our model of contingency creates an unfair advantage for you by accelerating the process and increasing accuracy throughout the recruitment journey. The services features are listed below.

The recruitment process is audited, and an SLA agreed

Interview slots agreed with the agency able to fill them

Standard recruitment terms

Full market talent sweep

FEATURES

BENEFITS

- Market leader prioritising your role
- Extremely agile
- Cost effective

FEES |

- A £2-5k retainer in advance against success fees repayable if no offer in 6 weeks
- 22.5% of full 1st-year package
(For £2k extra, video and microsite additions included)

ARGUILE
SEARCH | CHAMPIONING
CCM GLOBALLY



HARDKNOTT

OUTCOME BASED SOLUTIONS

There is significant and growing demand for companies to outsource discrete projects rather than add extra expensive headcount. These projects typically address:

- Margin improvement projects
- Disputes
- Bids into new markets
- Transformation of a Commercial function
- Sub Contracts
- High volume transactional CCM services

Outcome based CCM provides companies significant flexibility, and as a talent partner solution, there is a substantial saving compared to traditional consultancies

Experts who can help you shape your project

Detailed mapping and milestones

Full accountability and insurances

Full delivery management

Full commitment and priority

FEATURES

BENEFITS

- Access to skills and expertise not available in the general market
- Better value than external legal counsel or consultancies
- Share of risk

FEES |

- Based on T&M or milestones or a mixture
- Additional work rate carded
- Typically 46% cheaper than consultancies

MULTIPLE INTERIM HIRES



TOURMALET

If you require multiple people for project work which wouldn't benefit from our Statement of Work solutions, then we have a great, cost-effective and time-saving fix for you.

The use of interims is multiplying year-on-year with a cadre of the best professionals often choosing to enjoy the variety and flexibility of this life.

This approach means it's essential to build a channel to engage with a flexible workforce, even if you haven't before. Our 'Tourmalet' model removes the common objection (often unfounded) that it's a more expensive solution.

Chatbots and AI innovation

Unlimited replacements

Talent pooling

Trial start model, so no interviews required

Video-first methodology

Dedicated account management

FEATURES

BENEFITS

- *Cashback
- Premium service, plus volume discount
- Candidates on-demand

*Our unique cash-back option based on a % of our margin dependent on the average runners per month between 5-30% paid quarterly on all invoices paid on time.

CLASSIC CONTRACT



GALIBIER

Every CCM function has a fluctuating pipeline of contracts to manage and team absences to accommodate.

So, we've curated a bench of professionals and a model that overcomes all the usual learning curves to seamlessly support your team. It's designed to ensure resources benefit your projects in the quickest time, so that on-boarding of professionals onto your project is minimised.

The ultimate turn on / turn off CCM resource service

Pay as you go with no hidden costs

Pre-built talent pool

Free IR35 review ensuring any "outside" decisions are correct and insured

1 call, 2-hour response, 4-hour trial start = 1 successful outcome

Readily available security cleared candidates

FEATURES

BENEFITS

- Extremely agile
- Cost effective
- Market leader prioritising your role

FEES

- Super competitive for a world-class solution
- Discounts for retainers and prompt payments



MORTIROLO

MARGIN IMPROVEMENT

Premium solution to stop margin erosion on your existing deals. Our unique gain share model means you can audit your contracts and uncover lost margin at low fixed cost, seeing the additional revenue hit your bottom line.

Regardless of sector, our clients tell us the same thing: they have contracts that aren't realising the margin they should be. Often a good deal is signed at the outset but as personnel change and relationships are built at account level, opportunities to charge for out-of-scope work are missed.

Our expert CCM specialists will re-baseline each contract and work with the operational team to identify new and existing revenue-generating opportunities .

Tap-in tap-out flexibility

Scalable across the UK

IR35 Compliant

Exceptional, low-cost model

Aligned incentives

FEATURES

BENEFITS

- Revenue generating
- First £50k margin free
- Mutually advantageous
- Amazing talent at half the market rate

FEES |

- £350 per consultant per day for a 10-week fixed term.
- 20% of all identified margin after the first £50k.

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