

Permanent Placement Fee Model

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a permanent-placement fee model — percentage of CTC, slabs, retainer vs contingency, and guarantee terms — that is competitive and profitable. Use it to price permanent recruitment. For contract pricing use the Markup & Margin Calculator.

Purpose of this tool & output

Structure permanent placement fees

How the output is used

Use it to structure permanent placement fees — a permanent placement fee model across percentage, milestones and replacement guarantee.

Who should vet it

A finance-savvy owner, to confirm the fee structure and replacement-guarantee cost hold up.

Important cautions

Permanent fees are lumpy and exposed to offer-drop and early-exit risk — structure guarantees and payment triggers to protect them, and set minimum fees for low-CTC roles. Retained models secure income but require deliverability. Reflect terms in the placement agreement, reviewed legally.

Companion documents

- Staffing Agency P&L Modeller
- Markup & Margin Calculator
- Agency Break-even Calculator
- Payroll Funding / Working Capital Planner
- Cash-flow Projection
- Recruiter Productivity / Desk Economics

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.