

# Danforth COREtained Talent Acquisition

A Modern Alternative to Traditional Executive Search



**DANFORTH HEALTH**  
finance & human resources

Traditional recruiting models were built for a different era – long timelines, opaque economics, and high upfront risk. COREtained was designed to change that. A novel search mechanism designed by executives.

## The COREtained Model

COREtained combines the rigor of retained search with a structure that aligns cost to actual hiring activity.

### How it works

- **25% of base salary only** (*always excludes bonus, equity, and sign-on*)
- Work is billed **hourly** as recruiting activity occurs
- Hourly fees **burn down against the placement fee**
- If you identify and hire a candidate independently, **no placement fee is owed**
- No exclusivity required

### Why This Model is Different

COREtained aligns incentives across all parties:

- **Reduced upfront risk** compared to traditional retained search
- **Transparent economics** from day one
- **Flexibility** to move faster, pause, or pivot
- **Fairness** if the right candidate comes from your own network

### At-a-Glance Comparison

	Retained	Contingent	Danforth COREtained
Cost	High	None	Moderate, tied to activity
Fee structure	Fixed % of total comp	Success-only	25% of base salary always
Incentives	Placement-focused	Volume-focused	Execution + outcome aligned
Transparency	Limited	Variable	High
If client finds candidate	Fee still owed	No fee	No placement fee

## Part of the Danforth Health Platform

COREtained is integrated seamlessly within Danforth's broader capabilities across finance, operations, HR, and development strategy. This ensures hiring decisions align with company stage, execution priorities, and long-term growth.

### Who COREtained Is Built For

COREtained works best for companies that:

- Value disciplined, scalable hiring practices
- Want a true recruiting partner, not resume volume
- Understand that talent infrastructure matters beyond a single hire
- Want clarity on cost without sacrificing quality

It is **not** designed for companies seeking:

- Success-only arrangements
- Discount-driven negotiations
- Transactional resume delivery
- Firms chosen solely for historical volume in one function

### The Bottom Line

COREtained offers a clear alternative to outdated recruiting economics.

It rewards real work, aligns incentives, and gives life science companies a smarter way to build teams — without the risk and rigidity of traditional search.

For more information, contact

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