

CAPABILITIES BRIEF

Engagement *Models.*

Five ways to engage, matched to the shape of the need. From a single specialist next month to a 50-person team next quarter: domain-led, AI-augmented, US onshore + India. The honest part: we will tell you when a smaller engagement is the right one.

Contingent Workforce

SOW / Project Delivery

Managed Services

Direct Hire

RPO

The five *models.*

Contingent Workforce

Specialists for a defined need: W-2 contract, contract-to-hire, or 1099. For time-bounded programs, capacity flex, and surge demand.

Managed Services

End-to-end service-tower operation on KPI-driven SLAs, SOC 2 Type I, US + India. For buying a service run, not staffed.

RPO

An embedded recruiting team that operates as your in-house function. For when hiring volume outpaces your internal team.

SOW / Project Delivery

Milestone-based engagements with acceptance criteria and owned deliverables. For defined-scope work and outcome accountability.

Direct Hire

Permanent placement: contingent-fee, retained, and engaged search. For roles where the person staying is the whole point.

How we *operate.*

One operating philosophy: domain-led screening · AI-augmented sourcing · senior partners on every account · US onshore + India delivery · outcomes measured, not headcount placed.

Three commitments that *hold.*

Senior partners run your account (not coordinators on rotation) · **outcomes, not headcount** (retention and impact are the proof) · **thirty days, not ninety** (time-to-fill procurement notices). No exceptions.

How to choose: single specialist or surge → Contingent · defined deliverable → SOW · a function run to SLAs → Managed Services · a permanent key hire → Direct Hire · recruiting capacity at scale → RPO.

Capabilities *insights.*

WORKFORCE STRATEGY

Direct hire vs. contingent: a procurement leader's decision framework.

[Read the insight →](#)

AI & SOURCING

AI-augmented sourcing: separating real productivity from buzzword theater.

[Read the insight →](#)

WORKFORCE STRATEGY

Time-to-fill in a tight market: what 30 days actually requires.

[Read the insight →](#)