

Obrii Consulting

COMMERCIAL PROPOSAL

Headhunting & Talent Acquisition — 2026

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About Obrii

A human capital consultancy specialized in selecting talent for organizations that want objective decisions. We bring together the rigor of organizational psychology with data analysis to ensure transparent, merit-based processes. In headhunting, this means direct outreach to passive talent, rigorous evaluation of finalists, and a replacement guarantee.

HEADHUNTING SERVICE DIFFERENTIATORS

Built for organizations that need to close critical positions quickly and closely, with technical rigor, at a more accessible cost than traditional executive search firms.

• PASSIVE TALENT SOURCING

Direct headhunting across the market, not just posting the opening on job boards.

• INTEGRATED PSYCHOLABORAL ASSESSMENT

Obrii's proprietary test battery and behavioral (STAR) interviews applied to every finalist.

• REFERENCE VALIDATION

Direct verification with professional references before the final shortlist is presented.

• TECHNICAL FIT REPORT

Executive report and comparative dashboard to support the decision among finalists.

• REPLACEMENT GUARANTEE

8-month guarantee: if the selected hire doesn't work out, we repeat the search at no extra cost.

• SPEED AND BETTER VALUE

A faster, closer, and more cost-effective process than traditional executive search firms.

Process Stages

An eight-stage structured process, from profile scoping through onboarding of the selected candidate. A complete executive search typically closes within 4 to 8 weeks, depending on how critical the role is.

1

Profile scoping

Defining competencies, responsibilities, and expectations for the role together with the client.

2

Posting & sourcing

Publicizing the search and direct headhunting of passive talent.

3

Candidate shortlisting

Initial screening of profiles based on fit with the role's requirements.

4

Psycholaboral assessment

Obrii's test battery and behavioral (STAR) interviews with the process finalists.

5

Reference validation

Direct verification with the professional references of the evaluated candidates.

6

Technical fit report

Executive report and comparative dashboard to support the final decision.

7

Candidate presentation

Delivery of the final shortlist for review by the committee or client.

8

Final selection & onboarding

Process closing, backed by an 8-month replacement guarantee.

Investment Proposal

INVESTMENT BY ROLE LEVEL

A flat fee by role level, with no percentage charged on the candidate's compensation.

ROLE	VALUE USD	VALUE UF + 19% VAT (CHILE)
Executive / Managerial	\$2,100 USD	40 UF
Head of Department	\$1,200 USD	23 UF
Professional	\$930 USD	17.85 UF
Administrative / Technical	\$620 USD	11.9 UF

COMMERCIAL TERMS

- Payment Terms:** 40% upfront at project kickoff, and 60% once the selected candidate signs their employment contract. Exact percentages are confirmed in writing for each specific proposal.
- Replacement Guarantee:** an 8-month permanence guarantee. If the selected candidate underperforms or leaves the role within that period, Obrii repeats the full search at no additional cost to the client.

Note: the amounts above are flat fees by role level and do not include any variable commission based on the selected candidate's compensation. The UF reference applies to invoicing within Chile.

Service Details

- **Agile Coordination:** Obrii handles scheduling directly with the candidate. The requesting team only needs to provide initial contact details.
- **Online Format:** interviews and assessments are conducted via video call whenever they correspond to the psycholaboral evaluation stage.
- **Ethics & Data Privacy:** all information is handled under the evaluating psychologist's strict professional confidentiality and in full compliance with Chilean data protection regulations.

PSYCHOMETRIC TEST BATTERY

- **Problem Solving:** measures mental agility and analytical capacity.
- **Time Management:** assesses planning and operational efficiency.
- **Communication:** clarity, active listening, and professional etiquette (written/verbal).
- **Big Five Model:** a scientific standard for personality and role fit.

COMPETITIVE ADVANTAGES

- **Bias Mitigation:** scientifically grounded tools supporting the evaluation process.
- **Speed:** a complete executive search closes within 4 to 8 weeks, depending on how critical the role is.
- **High-Standard Reporting:** clear, rigorous documentation designed to support confident decisions.
- **Personalized Attention:** a direct relationship with full respect for each client's brand and culture.

Thank you for your time

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