

Dear [Hiring Manager Name],

I am pleased to present [Candidate Name] for the [Job Title] position. While they are highly interested in this opportunity, I want to highlight that they are a high-value asset to their current employer, which increases the likelihood of a counter-offer situation.

Through our screening process, we have identified the following key factors regarding their potential vulnerability to a counter-offer:

- **Primary Motivations for Leaving:** [e.g., Lack of growth, commute, company culture]
- **Current Standing:** [e.g., Recently promoted, key project lead]
- **Pre-closing Status:** [Candidate Name] has stated that their decision to leave is based on [Factor] which their current employer cannot rectify.

To mitigate the risk of losing this candidate to a counter-offer, I recommend the following steps:

- Maintaining a swift interview and feedback timeline.
- Clearly articulating the long-term career path during the interview.
- Presenting a strong, competitive initial offer to demonstrate immediate value.

I have attached the candidate's resume and portfolio for your review. Please let me know your availability to schedule an initial conversation.

Best regards,

[Your Name]

[Your Title]

[Your Company]