

Dear [Hiring Manager Name],

I am presenting [Candidate Name] for the position of [Job Title]. While this candidate possesses the exact skill set and experience we discussed, I must categorize this presentation as **High Risk** due to a significant potential for a counter-offer from their current employer.

Candidate Background:

[Candidate Name] is currently a [Current Title] at [Current Company]. They have been instrumental in [mention a specific achievement or project].

Risk Factors:

The candidate is considered a "top performer" within their current organization. They are currently involved in [Project Name/Critical Phase], making their departure highly disruptive to their employer. Additionally, their current salary is [Current Salary], which is close to the market ceiling for this role.

Motivations for Change:

Despite the risks, the candidate is motivated by:

- [Motivation 1: e.g., Lack of upward mobility]
- [Motivation 2: e.g., Desire for a specific technology stack]
- [Motivation 3: e.g., Commute/Work-life balance]

Recommendation:

To successfully secure this talent, I recommend an accelerated interview process. If we move to an offer, it must be aggressive and focus heavily on the long-term career growth opportunities that their current employer cannot match. We must be prepared for a "buy-back" attempt during the resignation period.

Please let me know your thoughts on moving forward with an initial interview.

Best regards,

[Your Name]

[Your Title]

[Your Agency/Company]