

Subject: Strategic Talent Acquisition - [Target Company Name] - Performance-Based Search

Dear [Hiring Manager Name],

I am writing to you because I have been following [Target Company Name]'s recent growth in the [Industry Name] sector. I understand that finding top-tier talent for your [Department Name] team is critical to maintaining your current momentum.

I would like to propose a risk-free partnership to help you secure your next key hire. We operate on a 100% contingency basis, which means:

- **Zero Upfront Cost:** You pay nothing to start the search or review our curated shortlist of candidates.
- **Performance Only:** A fee is only due if you choose to hire a candidate we introduce.
- **Satisfaction Guarantee:** We provide a [Number]-day replacement guarantee to ensure the right long-term fit.

We currently have a pipeline of vetted professionals with specific expertise in [Key Skill 1] and [Key Skill 2] who are ready for their next challenge.

Are you open to a brief 5-minute introductory call on [Day] or [Day] to discuss your current hiring priorities?

Best regards,

[Your Name]

[Your Title]

[Your Agency Name]

[Your Phone Number]

[Your Email Address]