

Subject: Confidential: [Your Company Name] / [Potential Candidate Name]

Dear [Candidate Name],

I am reaching out to you because of your impressive track record at [Competitor Company]. Given the recent [mention specific disruption: merger, restructuring, or leadership change] occurring there, I felt it was the right time to connect.

At [Your Company Name], we are currently experiencing significant growth and stability within our [Specific Department] team. We have long admired your expertise in [Specific Skill/Niche], and we believe your background aligns perfectly with our mission to [Company Mission/Goal].

Unlike the current environment at [Competitor Company], we offer:

- Clear strategic direction and leadership stability.
- Dedicated resources for [Specific Project or Area].
- A culture that prioritizes autonomy for specialized talent.

I would welcome the opportunity to have a brief, confidential conversation about your career goals and how your specialized skills could thrive here. Are you available for a 15-minute introductory call on [Day] or [Day] at [Time]?

Best regards,

[Your Name]

[Your Title]

[Your Company Name]

[Your Phone Number/Email]