HyScout Search

SENIOR ENGINEERING / DATA & AI / CLOUD & DEVOPS

Focused tech search. Success-only.

Founder-led recruitment for European product teams.

I work directly with your hiring manager to turn one clear brief into relevant candidate conversations. The initial focus is the Netherlands, with each search calibrated to its location, language and work-rights requirements.

15%	12%	90 days
Standard success fee	One first agreed hire	Replacement search

No retainer. Non-exclusive. Invoiced when the hire starts.

One role. A practical search.

01 Calibrate
Agree the outcome, must-haves, salary, location and hiring process.

02 Search & assess
Aim for 3-5 relevant candidates with confirmed interest and aligned expectations.

03 Interview & hire
Use timely feedback to refine the search and support the hire through their start date.

Start with one difficult role.

Pere | psabartes@hyconsult.es

Fee basis: annual gross fixed base salary excluding holiday allowance, variable pay, equity and benefits. The 12% incentive applies to one first role agreed in writing. The guarantee covers one replacement search for a departure within 90 days, under agreed conditions; no automatic cash refund. Full terms agreed before search starts.