Bocianelli Recruitment Agency
Your partner in e-commerce recruitment

Business Proposal

E-commerce Recruitment Services

Success-based recruitment
No upfront fees. You pay only when you hire a candidate we recommend.

Specialists in E-commerce
We recruit exclusively for e-commerce roles, focusing on experienced specialists and managers.

A boutique approach
Recruitment tailored to your business, with direct, personal contact.



Based in Warsaw
Recruiting across Poland

Company details: Bocianelli Polska Artur Bocian
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1 About us

Bocianelli Agency was founded in 2026 by Artur Bocian – an active business practitioner who has spent over 15 years managing global sales for his own e-commerce brand (Bocianelli.com). This hands-on background provides him with a deep understanding of the industry's day-to-day challenges.

Our greatest competitive advantage lies in our authentic, years-backed knowledge of the e-commerce landscape and our unique relational capital. Artur is not only an entrepreneur but also the founder of "Spotkania E-commerce Warszawa," a dynamic networking community he has successfully grown for over two years.

As a result, our agency leverages a powerful business network - including a LinkedIn community of nearly 30,000 professionals - enabling us to reach the top talent in the e-commerce market.

Artur Bocian

E-Commerce Recruiter & Career Adviser

Education
B.Eng. - Warsaw University of Technology

International Experience
Lived abroad for 14 years (UK, Ireland, Spain)

Fluent in English
and conversational in Spanish

Interests
Travel, table tennis, craft beer



2 Our Standards

Credibility

- Registered in Poland's National Register of Employment Agencies under license no. 35743.
- The agency founder is a well-known figure within the e-commerce community.

Confidentiality and GDPR compliance

- Every recruitment process is strictly confidential for both the client and the candidates.
- We keep your data secure.

Transparent Pricing

- Strictly success-based fees. No upfront retainers, advance payments, or administrative costs. You only pay when you hire our candidate.

Replacement guarantee

- We take responsibility for the quality of our recommendations. If employment is terminated during the guarantee period due to reasons attributable to the employee, we immediately launch a replacement search at no additional cost.

3 What We Offer

Access to passive candidates

- Job adverts alone are not enough. Our strength lies in direct networking and reaching professionals who are open to a career move but do not browse job boards.

Targeted Direct Search

- We tailor every search process to the specific requirements of the role. Rather than waiting for random applications, we actively map the market and approach professionals who match your exact criteria.

Deep Market Expertise

- We know exactly where to find niche skill sets. Our industry specialisation allows us to accurately distinguish genuinely highly qualified candidates from those who merely possess a well-polished resume.

Recommendations with full context

- Every candidate profile is delivered to you with detailed recruiter insights. We outline the business context, explaining precisely why the candidate is a strong fit for the role and highlighting specific areas of their expertise.

4 Our Process

01. Briefing & Role Profiling – A detailed analysis of your business requirements to define the ideal candidate profile.

02. Sourcing Strategy – Developing a tailored action plan and selecting the most effective channels to target top talent.

03. Market Mapping – Identifying key target companies and analysing talent potential within the specific market segment.

04. Targeted Direct Search – Active, direct outreach to passive candidates who are not present on public job boards.

05. Candidate Interviews – Conducting preliminary recruitment interviews with selected industry specialists.

06. 360° Verification – Thorough assessment of candidate experience, motivation for a career move, availability, and salary expectations.

07. Shortlist Presentation – Delivering profiles of the top candidates accompanied by professional justifications and business context.

08. Process Coordination – Scheduling interviews, facilitating prompt feedback loops, and managing candidate relationships.

09. Offer Management & Finalisation – Advising on offer presentation, contract negotiations, and closing the placement.

10. Post-Placement Care – Staying in touch with both you and the employee during the onboarding phase, covered by our guarantee.

5 Fee Structure

Success-Based Model: Our cooperation is fully based on a **Success Fee** model. Payment is due exclusively upon the successful hiring of a recommended candidate.

Fee Rates: The Success Fee ranges **between one and two months of the candidate's base salary**. The rate is agreed individually before the search begins, based on the role's seniority, requirements, and the difficulty of finding a suitable candidate.

The success fee is calculated using:

- **Employment contracts:** gross base salary
- **B2B contracts:** net base salary

VAT will be added to the final success fee invoice

Calculation Baseline

- The calculation is based strictly on the fixed base salary specified in the contract, job offer, or letter of intent.
- Discretionary bonuses, commissions, or any other variable compensation components are excluded from the calculation.

Payment Terms

- This is a one-time fee. The invoice will be issued **on the candidate's official start date**.

6 Guarantee

Every successful placement is backed by a standard **3-month guarantee period**.

If employment is terminated within this period either by the candidate's choice or due to fault attributable to the candidate, we will conduct a replacement recruitment process free of charge.

We initiate the replacement search within **3 business days** of receiving your notice.

For executive, highly demanding, or niche positions, the guarantee period can be adjusted on an individual basis.

The guarantee does not apply to unforeseen organisational or business changes on the Client's side (e.g., company restructuring, role redundancy, or changes to the position profile).

Thank you for considering our proposal.

Should you have any questions, wish to refine the terms of cooperation, or discuss a specific recruitment project, please do not hesitate to contact us.

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