FRAACXO

Executive Leadership. On Demand.

ELAAS · EXECUTIVE LEADERSHIP AS A SERVICE

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FRAACXO helps businesses bring in experienced executives for the work they need, for as long as they need them.

THE BUSINESS NEED

Not every business needs a full-time executive

Cost commitment

A permanent executive is a large, ongoing cost.

Time to hire

A senior search takes time that many businesses do not have.

Risk of mismatch

If the fit is wrong, it is slow and expensive to undo.

Full-time hiring is still the right choice for many businesses. Sometimes another option fits better.

HOW IT WORKS

FRAACXO links businesses with experienced executives

ELaaS, or executive leadership as a service, means buying senior expertise for an agreed scope. You don’t have to create a permanent role first.

The exact services depend on the engagement models FRAACXO offers. Nothing here guarantees a match.

01 **Describe the need**

Explain the problem and the result you want.

02 **Explore options**

Look at the kind of engagement that could fit.

03 **Consider a suitable executive**

Talk through whether the fit works for you.

04 **Agree scope and outcomes**

Settle the work and how success is judged.

WHAT MAKES IT DIFFERENT

FRAACXO is about executive engagements, not job vacancies or small tasks

Job portal	Recruitment or placement agency	Freelancer marketplace	**FRAACXO**
Lists jobs for applicants to find.	Usually helps employers fill a position.	Individuals often bid on defined tasks or projects.	Agreed engagements with experienced executives.

The exact scope of each engagement can vary.

WHO IT MAY SERVE

Three groups may find it useful

PLANNED SERVICE

Businesses and SMEs

Senior support matched to a specific need.

PLANNED SERVICE

Executives and senior leaders

Fractional, interim, advisory or project work, depending on eligibility and demand.

FUTURE POSSIBILITY

Boards and investors

Possible help with governance, transformation or portfolio companies, if this becomes part of the offer.

ILLUSTRATIVE EXAMPLES · NOT CUSTOMER STORIES

Four examples of how a business might use it

A funding round

A part-time CFO to prepare for investors

A new system

A CTO to plan the change before buying

A leadership gap

Interim COO while a permanent hire is found

Expansion

A CMO or CHRO for a planned team build-out



WAYS TO ENGAGE

Four ways to engage an executive

The scope, time commitment and terms are agreed before work begins.

01	**Fractional**	An executive works an agreed share of your time, such as two days a week.
02	**Interim**	Temporary leadership cover for a set period, such as during recruitment or a handover.
03	**Advisory**	Regular guidance on decisions within an agreed scope.
04	**Project-based**	An executive leads a defined project toward an agreed result.

FRAACXO scope

Full-time roles are outside the current scope. A leadership team or pod may be considered if offered.

CAPABILITY MAP

Choose the leadership support that fits the problem

Start with the problem, then look for the expertise it needs.

Which functions are available depends on FRAACXO's executive network at the time.

Finance CFO	Digital transformation CIO	Technology CTO
Marketing CMO	People CHRO	Operations COO

PROPOSED PROCESS

Six steps from a business need to an agreed engagement

01

Describe the need

Share the challenge and the result you want.

02

Define the engagement

Agree the scope, seniority, time commitment and model.

03

Review profiles

Look at executives who may suit the brief.

04

Discuss suitability

Talk through expectations, confidentiality and terms.

05

Agree and start

Confirm the engagement before any work begins.

06

Review progress

Check progress against the agreed scope.

This is a proposed process. Response times and matches are not guaranteed.

FOR EXECUTIVES

Executives join first, and work starts only when both sides agree

No assignments are guaranteed.

01 Register and create a profile

02 Describe your experience, strengths and preferred engagement models

03 Complete any checks FRAACXO requires

04 FRAACXO reviews your profile and decides on eligibility

05 Relevant opportunities are considered when they arise

06 If a business is interested, you agree scope and terms together

Work begins only after both sides agree

BUSINESS COSTS

What a business pays depends on the engagement it agrees

Questions to ask before you agree

1. What is the scope, and what outcome do you need?
2. How much time is needed, and for how long?
3. What fee has the executive agreed to?
4. Is there a separate platform, service, matching or management fee?
5. Which expenses, taxes or charges apply?
6. What are the payment and ending terms?

COMMERCIAL POLICY TO BE FINALISED

What will FRAACXO charge for its platform?

The business owner still needs to decide this. Until then, no platform fee should be assumed.

EXECUTIVE FEES

Executive fees are still to be decided

Policy decision required · Each item below still needs a decision from the business owner.

Question	Decision required
Is registration free?	Decide whether registration is free.
Does creating a profile cost anything?	Decide whether creating a profile costs anything.
Are verification, membership or opportunity access charged?	Decide which of these, if any, are charged, and how.
Does an executive pay a commission or other fee?	Decide whether executives pay FRAACXO, and on what basis.

Until these are decided, the business and the executive agree terms directly, before any work starts.

PRIVACY

Share details in stages, and only what each step needs

At every stage

Share only what the next step needs.

Before disclosure

Keep contact details and documents restricted. Get permission before sharing personal information.

When confidentiality matters

Use a confidentiality agreement where it makes sense.

What “verified” means

It only means what the verification process actually checks.

Policy decision required · These are intended principles, not confirmed features. Safeguards still being planned should not be presented as available today.

PRACTICAL QUESTIONS

Common questions, answered plainly

Is it a job board or recruitment agency?

No. It focuses on engagements with experienced executives, not job vacancies or permanent hiring.

Is it only for large companies?

No. Small and medium-sized businesses can use it too.

Do I have to hire full-time?

No. Other engagement models may suit you better.

Can one executive work with several businesses?

Yes, where both sides agree.

Does a profile guarantee work?

No. Opportunities depend on eligibility, demand and mutual agreement.

How are scope, duration and fees handled?

You agree these with the executive before work starts. FRAACXO's own fee structure is not final yet.

How is my profile protected, and what if the fit is wrong?

The profile protection measures and the process for an unsuitable match are still being decided.

Policy decision required

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Choose your next step

FOR BUSINESSES

Describe the problem you need help with.

FOR EXECUTIVES

Register your interest as an executive.

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