

SERVICES

CONTINGENT SERVICE

PRIORITY SERVICE

RETAINED SERVICE

ASSIGN DEDICATED CONSULTANT SPECIALISING IN GEOGRAPHICAL AREA	✓	✓ PLUS A RESOURCER	✓ PLUS 5 RESOURCERS
DISCOVERY CALL	✓	✓ (VIDEO)	✓ (VIDEO)
DETAILED JOB SPECIFICATION CALL	✓	✓	✓
ADVERTISE ROLE	✓	✓	✓ WITH ALL STAKEHOLDERS
OUTREACH TO DATABASE (EMAIL AND SMS)	✓	✓ WITH A PRIORITY BUDGET	✓ WITH A PREMIUM BUDGET
CALL LIST TO DATABASE	✓	✓	✓
SCREENING AND COMPLIANCE CHECKS OF CANDIDATES	✓	✓ BESPOKE	✓ BESPOKE / COMPLIANCE CHECKS ON CANDIDATES
FORMATTING CV AND CANDIDATE PROFILE	✓	✓ PLUS SUPPORTING INFORMATION	✓ PLUS SUPPORTING INFORMATION
COORDINATION OF THE RECRUITMENT PROCESS WITH FEEDBACK TO ALL PARTIES AT EVERY POINT.	✓	✓	✓
OFFER MANAGEMENT	✓	✓	✓
MANAGEMENT OF THE PROCESS POST OFFER AND PRE START DATE	✓	✓	✓
POST COMMENCEMENT CHECK INS	✓	✓	✓
ADVANCED SEARCH OF LINKEDIN USING SALES NAVIGATOR	✗	✓	✓
ADVANCED SEARCH OF ZOOMINFO	✗	✗	✓
PROVISION OF CLIENT GUIDE TO INTERVIEW, INDUCTION AND RETENTION	✗	✓	✓
RECRUITMENT PROCESS AND ONBOARDING AUDIT	✗	✓	✓
CUSTOMER SERVICE REVIEW	✗	✓	✓
MARKET INSIGHT AND FEEDBACK	✗	✓	✓
JOINT BRAND ADVERTISING CAMPAIGN	✗	✗	✓
AUTOMATED MULTI CHANNEL OUTREACH CAMPAIGNS (SOURCEWHALE ETC.)	✗	✗	✓
ACTIVE HEADHUNTING OF TARGET ORGANISATIONS OR INDIVIDUALS	✗	✗	✓
EXCLUSIVITY OF CANDIDATES PRESENTED	✗	✗	✓
POST SEARCH MARKET INTELLIGENCE DEBRIEF	✗	✗	✓
HANDS OFF AGREEMENT WITH THE CLIENT	✗	✗	✓
3 MONTH GUARANTEE PERIOD (FREE REPLACEMENT)	✗	✗	✓
OPTION TO BOLT ON LEADERSHIP ASSESSMENT & BACKGROUND CHECK THROUGH A 3RD PARTY	✗	✗	✓

(15% COMMITMENT FEE
UPFRONT PLUS REDUCED
FEE)

TYPICAL FEE STRUCTURE
33%/33%/33%