

# Direct Recruitment Support

## WHAT IS IT?

Whilst there are significant benefits to using external recruitment agencies for your staffing needs, we understand there will also be many occasions when employers decide to run the recruitment process themselves. However, even if an employer has HR/ recruitment resource internally, managing the whole process yourselves presents more challenges than most expect. With the main reasons for direct recruitment being cost driven, we have created some added value processes that keep employers' costs down but still save time and give peace of mind.

## CHALLENGES

- ▶ Large volumes of applications takes significant time to assess
- ▶ CV blindspot – 350 applications all end up looking the same – don't miss talent
- ▶ 15-20 calls to candidates takes 7.5 to 10 hours for junior jobs – double it for senior ones
- ▶ You will damage your employer brand if you don't respond to those you're not shortlisting – this will hurt you in a talent short marketplace
- ▶ Work out the hourly rate of your internal staff – how long are they spending on this instead of their day job?

## SERVICES

- ▶ Shortlisting CVs to a top 10 and rejections sent to all other applications  
Up to 100 CVs – £500  
Above 100 CVs – £750
- ▶ Longlist to interview list peace of mind – from your top 20 applications  
We'll advise on our top 5 for you to interview – Complimentary
- ▶ Interview Support – we can interview and debrief with you  
Per interview – £150