

Our Standard "Contingency" Recruitment Process

Assignment Briefing

By using a consultative approach with our expert knowledge of the Accountancy & Finance sector. We aim to technically understand your requirements.



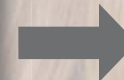
Presentation of Applicants

By presenting a longlist and shortlist you can rest assured that we have covered a significant proportion of the market and not just sending the first CVs from a database.



Selection of Applicant

By acting as an expert advisor to your business, we ensure that the delicate offer process is as smooth as possible. We aim to provide clear communication to all parties throughout.



Invoicing & Aftercare

When the successful applicant has started our service does not end there! We monitor a 12 week rebate period including a 100% return of the fee if the placement is unsuccessful in the first two weeks.

Our Actions

1. Providing specialist specialist market advice
2. Advertising of multiple major job boards
3. Conducting various search methods
4. Building a longlist of possible applicants
5. Making approaches to candidates

Our Actions

1. Presentation of longlist
2. Presentation of shortlist with commentary
3. Presentation of relevant CVs
4. Relaying feedback to applicants further searching and
5. approaches if required

Our Actions

1. Organising interviews / selection process
2. Preparing applicants for the selection process
3. Advising on selection and offer
4. Offer and if necessary counter offer management
5. Relaying feedback to unsuccessful applicants

Our Actions

1. Raising invoice to agreed
2. timescales
3. Post-placement candidate & service review
4. Candidate aftercare Monitoring 12 week
5. guarantee period Discuss future requirements