

Monthly Subscription Talent-As-A-Service

Get more from your internal recruitment function and reduce costs.

RECRUITERSSource is our managed services model which delivers a solution, customised by you, and merges the best of an internal recruitment function and the reach of our recruitment agency - all for a FIXED COST. Simply project the number and level of hires you forecast to make this year or next, and we will build and run your organisation's talent function the way you want it.

At RECRUITERS, we can identify, onboard and help performance-manage talent specialists for you. You may select from extra HR and talent service modules to calculate your fixed cost, and spread it over monthly payments. Flex up and down service modules, as required, and say goodbye to % costs per hire with RECRUITERSSource. Referrals, ad responses and our agencies passive candidates, all in ONE SERVICE. "Build your own flexible talent acquisition (TA) function taking advantage of our recruitment agency network, systems and processes, and supply of internal talent executives to create your own team. Get MORE FOR LESS cost."

Access extraordinary Talent to fit your company culture!



"Build your own flexible talent function taking advantage of our recruitment agency network, systems and processes and our supply of internal talent executives. Build your A team, while reducing current costs."

How It Benefits You

1 Manage Costs

We can work with you to: calculate your current average cost per hire and reduce this; increase service levels; and build a custom solution to suit you. Costs will depend on the volume and complexity of hires. Need to hire six people, have a recruitment software system implemented and an employer branding video done in a quarter? No problem! Next quarter you might need 2 internal recruiters and to hire 36 people? Sure! Your monthly payments can flex to align with your changing needs, over 12 months from when you first activate them.

3 Focus On Your Priorities

Now, more than ever, you need to focus on your core business. With a huge volume of candidates coming on the market, adverts have a very high response rate. This wealth of applicants needs to be managed carefully to help protect your brand. This is valuable time you could be spending driving the bottom line of your business. Get the best talent through RECRUITERSSource, with a well-run, GDPR compliant, **Talent-As-A-Service** which delivers more and allows your organisation to stand out in the market.

2 Access More Of The Talent Market

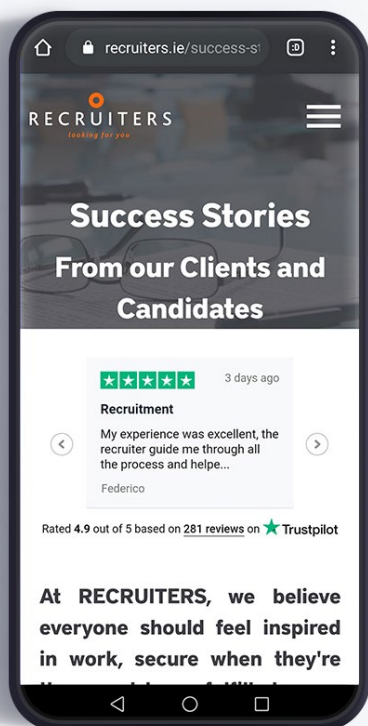
In a downturn, the fittest survive. Combine the advantages of internal teams, supplied by RECRUITERS, managed by us, with access to our recruitment agency network, so you can get better results. Get the strongest talent from the passive market as opposed to pursuing applicants from job adverts only. Build brilliant teams, optimise your employer brand, and enhance your organisation with our consulting services. Now is the time to plan and to attract amazing talent to any business.

4 Better Expertise

Hire from our network of talent executives. Match your specific needs to the best choice of recruitment specialists. Have them work on-site, remotely, part or full-time for the required duration. This team will be part of your organisation while employed by RECRUITERS and will be available as long as you require, and always considering culture fit too. We also have the expertise to develop your employer brand, work on employee engagement, outsource HR services and more. Don't rely on one or two permanent employees - pick and choose from our huge pool of specialists.

How It Works

- **Design a solution** and team which **fits your business needs**. Your talent solution can encompass some of your existing team combined with our network of professionals as temporary contractors.
- Define SLA's and measures of success which we meet and exceed.
- RECRUITERS will work with you to analyse your current cost per hire and reduce it with RECRUITERSource.
- Pay with a monthly subscription based on the projected number of hires and their levels of seniority per quarter.
- Bolt on any other service modules required to **customise your new talent function** e.g. an ATS, which is added to the cost.
- Scale up and down as per business requirements and **spread your costs** over 12 months.
- No lengthy contracts. Remain with us for as long as we add value to your business. **We are confident you will. Just ask for our client testimonials!**



Why Choose Us

Irish owned company with 14 years' experience representing great companies. **600 positions filled in 2019 alone.**

120,000 qualified candidates registered in our database and more than **80,000** followers of our *LinkedIn* company profile.

Experts in **key services** which include talent strategies, organisational consulting services, employer branding and interim working solutions.

Nine awards including **Best Outsourcing Recruitment Company** in the *All-Star Business Awards 2018* and **Business of the Year** at the *2019 European Business Awards*.

A large team of talent-consultants with an average of six years' experience, including the *NRF 2019 Contract Recruiter of the Year*.

Contact our client services director,
Brian McFadden, to discuss your requirements:

brian.mcfadden@recruiters.ie | www.recruiters.ie
+353 1 632 5021 | +353 86 825 5725

Choose Additional Modules

- Careers website managed and driven through www.recruiters.ie (which has **14,000** unique visitors per month).
- Scale your **internal talent team** up/down and pick from hundreds of **talent-professionals globally**.
- Second or TUPE existing talent staff to RECRUITERS.
- **Dedicated recruitment CRM** and/or **ATS provided**, architected and managed by RECRUITERS.
- **Talent pipelining** - benchmark your existing team and discover your organisation and capabilities.
- **Outplacement services** for redundancies; to look after your people as best you can.
- **2nd tier recruitment agency** management - retain your preferred vendors and save time.
- **Outsource HR services** as required, through our partners and contingency worker frameworks.
- Temporary and contract worker strategy and implementation.



Talent Services Modularised

Standard Modules Include

-  Managing your interview processes and training if required.
-  Expert job analysis and thorough documentation of your roles.
-  Multi-channel advertising managed and analytics provided also.
-  Candidate attraction and sourcing combined with market mapping.
-  Candidate selection and recruitment process management.
-  Compensation and benefits consulting using real-time data.
-  Recruitment process mapping.
-  Employer branding.

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