

# WHAT CAN WE DO

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## CONTINGENT SERVICE

- Average time from engagement to placement; **4-6 weeks**
- Interview to placement ratio average at **5-1**
- Written role adverts and direct headhunting



- We utilize our extensive database, network and social media platforms to source suitable candidates for the requirement
- Advertising through multiple job boards
- Each candidate is screened over a call and a detailed write up of the screen call is provided with the CV

**Engagement; Fee on fill of role.  
Worked alongside other agencies on a contingent basis**

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## EXCLUSIVE SERVICE

- Average time from engagement to placement; **2-3 weeks**
- Interview to placement ratio average at **3-1**
- Video Interviews of potential candidates
- Video role advertising and headhunting



### Contingent level service plus;

- Video based advertising and headhunting to maximize candidate attraction. Average increase of 200-300% in applicants. [DEMO](#)
- Candidate screened over video
- Short video interview with candidate based on standard market driven key technical & cultural questions provided with written CV. [DEMO](#)

**Engagement; Sole agency commitment for 4 weeks**

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## RETAINED SERVICE

- Average time from engagement to placement; **2-3 weeks**
- Interview to placement ratio **2-1**
- Cloud Based Recruitment Management tool
- Bespoke Video Interviews with candidate shortlist



### Exclusive level service plus;

- Video based ATS/Project management tool provided. [DEMO](#)
- Video interview conducted using questions set by the client around technical and cultural requirements

**Engagement; Sole agency commitment. 20% of fee paid engagement, 80% due on role filled**