



	Local Press	Jobs Board	Traditional Agency	
Identify your vacancy and write a job spec	1 hr	1 hr	✓	✓ We'd be happy to write this for you, if required
Place advert (layout, proof, amend and set up account, if online)	1 hr	1 hr	✓	✓ We carry the costs of using any jobs boards/adverts as part of our service
Review around 100 to 250 CVs, from candidates both over and under qualified	3 hrs	3 hrs	✓	✓ We will simply send you our top 5 most suited candidates for your role
Select five interviewees and make contact to establish exact salary expectations and availability	2 hrs	2 hrs	✓	✓ All candidates sent will have the relevant experience, skills and character. We can also be IT & industry specific if preferred
Receive high volumes of calls from applicants to check their status	1.5 hrs	1.5 hrs	✓	✓ We will manage your response
Set up five 1 <sup>st</sup> interviews, confirm your location and who will be interviewing	1 hr	1 hr	✓	✓ We email all candidates with everything they need to prepare for interview
Set up two/three 2 <sup>nd</sup> interviews (If necessary)	30 mins	30 mins	✓	✓ We ensure the candidates are in a position to move forward if offered
Contact unsuccessful candidates by post	30 mins	30 mins	✓	✓ We telephone all of our candidates with constructive feedback
Make an offer and confirm all details by post	1 hr	1 hr	✓	✓ We negotiate the offer and post full confirmation to both parties
NO UPFRONT COSTS	✗	✗	✓	✓ You're under no obligation and we don't invoice until the candidate has successfully joined your company
FREE REPLACEMENT	✗	✗	✓	✓ We offer a 4 week guarantee period
<b>Total Time and Money Spent...</b>	11.5 hrs of your time + Cost: c£1100	11.5 hrs of your time + Cost: From £100	10% - 30% Of offered salary Typically a 'minimum' fee of: £1500	 We can do all of this for you, for a flat fee of just: <b>£550.00 + VAT</b>