

Service models

| | Success only | Exclusivity | Full partnership |
|---|--------------|-------------|------------------|
| Recruitment needs consultation | ✓ | ✓ | ✓ |
| Specialist database search | ✓ | ✓ | ✓ |
| Digital platform and social media advertising | ✓ | ✓ | ✓ |
| Utilisation of existing networks | ✓ | ✓ | ✓ |
| Direct approaches | ✓ | ✓ | ✓ |
| Coordination of interview process | ✓ | ✓ | ✓ |
| Dedicated point-of-contact (consultant) | ✓ | ✓ | ✓ |
| Post-placement care | ✓ | ✓ | ✓ |
| Market mapping | | ✓ | ✓ |
| Candidate engagement packs | | ✓ | ✓ |
| Dedicated resourcing team | | ✓ | ✓ |
| Paid and promoted advertising | | ✓ | ✓ |
| In-depth headhunting campaign (2 weeks) | | ✓ | ✓ |
| Psychometrics at cost price | | ✓ | ✓ |
| In-depth assessment of client needs | | ✓ | ✓ |
| Defined shortlist delivery timescales | | ✓ | ✓ |
| Dedicated brand ambassador and PR postings | | | ✓ |
| Candidate exclusivity | | | ✓ |
| In-depth headhunting campaign (4 weeks) | | | ✓ |
| Front-end CRM access | | | ✓ |
| Effective recruitment process consultation | | | ✓ |
| Salary benchmarking | | | ✓ |
| Extended replacement up to 6 months | | | ✓ |
| Market feedback on employer brand | | | ✓ |