

5 FAQs posted on website

How do I sign up?

You can sign up here. You can start posting your vacancies straight away.

How do you vet the recruiters?

Vetting our expert recruiters is an on-going process at RNR. The Recruiters are initially vetted before they join our network and also on an ongoing basis after they have worked on Jobcasts.

The idea of RNR is to share referrals and create a large network of hiring but we strive to make sure only expert recruiters are part of the network.

How do I know the candidates are interested in my position?

The recruiters submit only suitable and interested candidates. That's why you only see relevant and qualified candidates. As a fail-safe to stop recruiters from sharing candidates without their permission, candidates must confirm their interest as well as their application details through RNR before they're presented to the employer. That means you're only seeing pre-vetted, qualified, and interested candidates.

Can I use RNR to manage my current preferred-recruiting vendors?

Yes. Managing multiple recruiters, agencies and contracts can be a job in itself so let us handle that for you. Vetting each agency, negotiating individual terms and sharing each job requirement with them all is now a thing of the past and we will appoint a Relationship Manager to work with who will assist with all your requirements. So it's only ever one phone call to one person but you get the use of multiple recruiters sending you top talent.

You can ask your existing recruiting agencies to sign up to RNR. You can also direct any new agencies that consistently call and want to work with you, to sign up on our platform. We will make sure they meet all your requirements before they gain access to your job postings.

Do I need to pay the recruiter directly?

No, the placement fees are paid to RNR. The rest of the payment cycle is managed by RNR and recruiters are paid by RNR.

Other Questions

Why use RNR over more traditional recruitment firms?

Firstly, our fees are lower than average. Secondly, RNR can manage all your recruiters so you no longer have to waste time handling multiple firms.

Do I have to sign contracts with each recruiter?

No, your contract is with RNR. Think of Recruit N Refer as a centralized recruitment agency as well as a referral network and Vendor Management system. You post your open vacancies on the RNR's website and we sign up vetted specialist recruiters. We look after and manage everything. A relationship manager between client and recruiter is always on hand as your point of contact if you feel you need any further assistance.

I have an account and I post my vacancies on RNR, but recruiters are still calling me directly with good candidates. What should I do?

Refer the recruiters to our website, you can be positive and tell the recruiters you are interested in working with them and they should register through the RNR platform. The idea of the network is to be able to work with more recruiters and without the hassle of managing them all.

If you direct them to our website we can vet them, sign a contract with them, review the candidates they have and give them the opportunity to work with you and supply candidates to you. We will manage them on your behalf making sure they follow your requirements.

Can I reach out to the candidate or the recruiter directly?

Yes, you can reach out to the candidate or the recruiter directly during the process as terms are settled before RNR shares candidates. Candidates and Recruiters cannot reach out directly to you without your approval. So, as the employer you are in complete control and you also have RNR managing the whole process on your behalf.

What actions can I take during the life-cycle of the candidates?

You just need to take 3 actions:

a) Shortlist/Reject: Based on your selection criteria, you can choose to shortlist/reject the resumes of the candidates.

b) Schedule an interview: For the shortlisted candidates, you can choose to give various time slots to the recruiter for scheduling.

c) Offer Details Confirmation: Send a job offer letter to candidate.

Do I need to give feedback on the candidate within a certain timeline?

It is recommended that the feedback for the candidate be provided as soon as possible. We are in a hot market for recruitment and you do not want to miss out on candidates by taking too long. This is a people's business and a relationship business, giving a timely response from your end ensures that the recruiter extends the same courtesy to the candidate as well ensuring a positive employer branding.

How much does it cost?

There is a \$150 fee per single job posting and for multiple jobs we offer the following packages (link). The cost of posting a job will be deducted from the final invoice and credited back to you.

When a successful placement is made through RNR a fee is determined by an agreed percentage based on the candidate's first year salary

Contact us directly for more information on pricing.

How do I pay for the job posting and recruitment fees?

You can pay via check or Square.

What if my position is commission-based, contract or part time?

Please reach out to us as we can handle any type of position. The job will be posted as normal, the final fee can be worked out your account manager once the position and requirements have been reviewed. A fair flat fee will be worked out.

I have another question that is not listed on the FAQs, what do I do?

You can contact us via the [website](#), email (info@recruitnrefer.ca) and any of our social media platforms ([Instagram](#)/[LinkedIn](#)).

We can also provide a demonstration of how to use RNR and any training; it is very easy to use.