

Fixed Price Annual Recruitment



Introduction

This proposal explores a partnership model, where ERS acts as your dedicated recruitment team—boosting efficiency, reducing costs, and ensuring stronger candidate matches.

You enter into an agreement where ERS delivers the bulk of your annual hires at a fixed monthly fee - saving you hundreds of thousands in recruiting fees.

Our Track Record

- 35+ years of recruitment experience
- Available 7 days a week, 365 days a year
- 3 dedicated team contacts + on-site recruiter option
- 5 person support team behind your 3 contacts
- 95% of candidates sourced via headhunting & referrals (not job boards)

Your Challenges

- ✓ Dealing with multiple agencies
- ✓ Transactional vs. strategic recruiting relationships
- ✓ Limited time for proactive sourcing & referrals
- ✓ Internal talent acquisition stretched across multiple roles

Our Process

- Job intake + hiring manager briefing
- Headhunting & referral networks
- CRM, database & Online sourcing
- Candidate pre-screening + video interview
- Shortlist of 3 qualified candidates in 5 days



Our Solution

ERS becomes an extension of your recruiting team, with a clear service level agreement and guaranteed outcomes.

Service Packages & Savings

Tier 1 – up to 15 placements per year
\$6,000/month (\$72K/year) → **Save \$117K**

Tier 2 – up to 20 placements per year
\$9,000/month (\$108K/year) → **Save \$192K**

Tier 3 – up to 30 placements per year
\$12,000/month (\$144K/year) → **Save \$306K**

Based upon average hiring salary of \$75k and recruiting fees of 20%



What We Provide

- ✓ Dedicated Account Manager
- ✓ Weekly/bi-weekly updates + quarterly site visits
- ✓ Candidate resourcing, screening, video interviews & reports
- ✓ One monthly invoice – simple & predictable



ON AVERAGE, EACH CANDIDATE YOU RECEIVE FROM US IS THE RESULT OF AROUND 160 PHONE CALLS!

WE SPEND \$20K PER MONTH, SO YOU DON'T HAVE TO. ON JOB BOARD AND INDUSTRY SUBSCRIPTIONS TO ALWAYS HAVE ACCESS TO THE BEST CANDIDATES.

Benefits For You

- ✓ Annual savings of around \$117K to \$306K
- ✓ A full in-house recruitment team without overhead (PTO, benefits, etc.)
- ✓ A partner who understands your business and owns outcomes
- ✓ Streamlined process with one main contact & one invoice

What We Need From You

- Advance resource planning
- Access to hiring managers for feedback on cultural and technical fit



**Engineering
Recruitment
Solutions**