

## Recruiter vs. In-House HR: Which Is Right for Your Tax Hire?

*Making the right hiring decision in corporate tax can save time, money, and stress. Here's how to choose between in-house HR and external recruiters.*

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### 1. Market Knowledge

#### In-House HR

- ✓ Knows your business and culture well
- ✗ May lack up-to-date knowledge of niche tax markets

#### Specialist Recruiter

- ✓ Deep expertise in corporate tax, transfer pricing, and indirect tax
  - ✓ Understands market trends, availability, and compensation benchmarks
  - ✓ **Best For:** Strategic and hard-to-fill roles where tax domain expertise is essential
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### 2. Speed & Efficiency

#### In-House HR

- ✓ Familiar with internal hiring processes
- ✗ Often juggling multiple open roles across departments
- ✗ May rely heavily on job ads and internal referrals

#### Specialist Recruiter

- ✓ Works quickly with targeted outreach and vetted shortlists
  - ✓ Reduces time-to-hire with proactive sourcing
  - ✓ **Best For:** Urgent roles or time-sensitive projects
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### 3. Candidate Quality

#### In-House HR

- ✓ Strong with active applicants
- ✗ Limited reach beyond candidates who apply directly

#### Specialist Recruiter

- ✓ Access to passive talent (the top 10–15% who aren't applying)
  - ✓ High-touch approach to senior candidates
  - ✓ **Best For:** Quality-focused hiring at mid to senior levels
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### 4. Cost Considerations

#### In-House HR

- ✓ No recruiter fees
- ✗ Potential delays, longer time-to-hire, and risk of mis-hires

#### Specialist Recruiter

- ✗ Placement fee
  - ✓ Saves long-term costs by reducing mis-hires and filling faster
  - ✓ **Best For:** Roles where the cost of delay or bad hire is high
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## 5. Candidate Experience

### In-House HR

- ✓ Strong brand alignment and internal communication
- ✗ Limited bandwidth for high-touch engagement

### Specialist Recruiter

- ✓ Personalised support and negotiation guidance
  - ✓ Enhances employer brand through proactive engagement
  - ✓ **Best For:** Competitive markets or executive-level roles
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## 6. When to Use Each

### Use In-House HR when:

- The role is junior to mid-level
- You have a strong internal pipeline
- Time and access to talent are not critical factors

### Use a Specialist Recruiter when:

- The hire is urgent, niche, or global
  - You've struggled to find the right fit internally
  - You need access to passive candidates
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## In Summary

The best hiring strategies are rarely “either/or.”

**In-house HR and recruiters can (and should) collaborate** to deliver the best outcomes—combining cultural fit with market reach and speed.

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## Need Advice?

At **Alva International Tax Recruitment**, we partner with internal HR teams, CFOs, and Heads of Tax around the world. Whether it's strategic hiring, succession planning, or one-off placements, we know how to find the right tax talent for your team.

 **Get in touch for a confidential discussion:** [info@alva-international.com](mailto:info@alva-international.com)