



Which recruitment model?

There are various ways you can engage with a recruitment agency and we understand that finding the right talent is important. Here are some different types of recruitment models commonly used in today's job market.



On Demand (Pay by the hour)

The On-demand recruitment model is gaining popularity due to its high degree of flexibility. In this model, a recruiter works on your project on a per hour or per day basis. This means that you can supplement your in-house recruitment team by allocating a recruiter / or hours to your project as you see fit.

Contingent (Pay a fee of typically 15% - 20% of basic salary)

The most widely used agreement between companies and recruiters where the company engages numerous agencies on their contractual terms to generate interest for a particular role and screens the candidates before submitting them to the company for review. Working with multiple agencies requires an applicant tracking system to be in place. This model allows you to supplement an overburdened internal recruitment team.

Retained (Assign the work to a single recruiter and pay the fee, usually 20%-30% in three stages)

In this recruitment model, the recruiter will work closely with the company to create a target list of suitable applicants, approach them and screen their suitability before facilitating interviews and ultimately placing the person in the role. Typically, the company will pay 30% of the expected fee to start the job, 30% on presenting the shortlist to the company and the final 40% when the person starts their new job.

Exclusive (Assign the vacancy to one recruiter and pay the fee, usually 10%-15% on placement)

Exclusive assignments are similar to retained but a fee is only paid when the person is placed and starts with the company. In this model. The recruiter is usually given 2-4 weeks to fill the vacancy (the period of exclusivity) and after this, the company has the right to go elsewhere to fill the role.

Recruitment Process Outsourcing (RPO) – (Fully outsource all / part of your recruitment process (Fees from 2.5%)

In this model, parts (or all) of your recruitment process are outsourced to an external provider. Providers typically offer their own staff, services, technologies and reporting systems. In this model, the RPO provider can be responsible for everything, including sourcing, scheduling, interview processes and joining offers through to 1st day joining instructions.

To better understand the pros and cons for each of these models, talk to your expert for advice.