



# RETAINED

RECRUITMENT SOLUTIONS

ACCOUNTANCY | EXECUTIVE | OFFICE | NON PROFIT

# Rethinking Recruitment

**We are a boutique recruitment agency, obsessed with delivering high quality recruitment services that respect your time & money.**

With nearly 20 years in the industry I wanted to implement changes that improved the recruitment experience for both the client and the recruiter.

These changes include cost, productivity, reward and inconsistency of service.

At Retained we strongly believe in the value of the retained search model and think it should be widely use across all levels of recruitment. Our clients say they receive more focus and better results from retained search partners as they have limited distractions unlike contingency recruiters. The client / agency relationship is also stronger as both parties are committed to the assignment.

Our Retained model also makes recruiting more affordable, without losing the consultancy or expertise that clients expect. Our fees start from 8%, saving businesses up to 60% on their typical agency recruitment cost.

**Ben Suddaby | Founder**

# Our Fees

**We believe reward for the recruiter should more than a recruitment fee. It's the satisfaction of working in partnership with a client and seeing the positive impact we can have on their brand.**

**RECRUIT FROM JUST**

**8%**

*Our fees for Retained (Exclusive) recruitment are 8% of the annual salary package (30% upfront and 70% on the start date of the successful applicant).*

**6 Month**

**REPLACEMENT GUARANTEE**

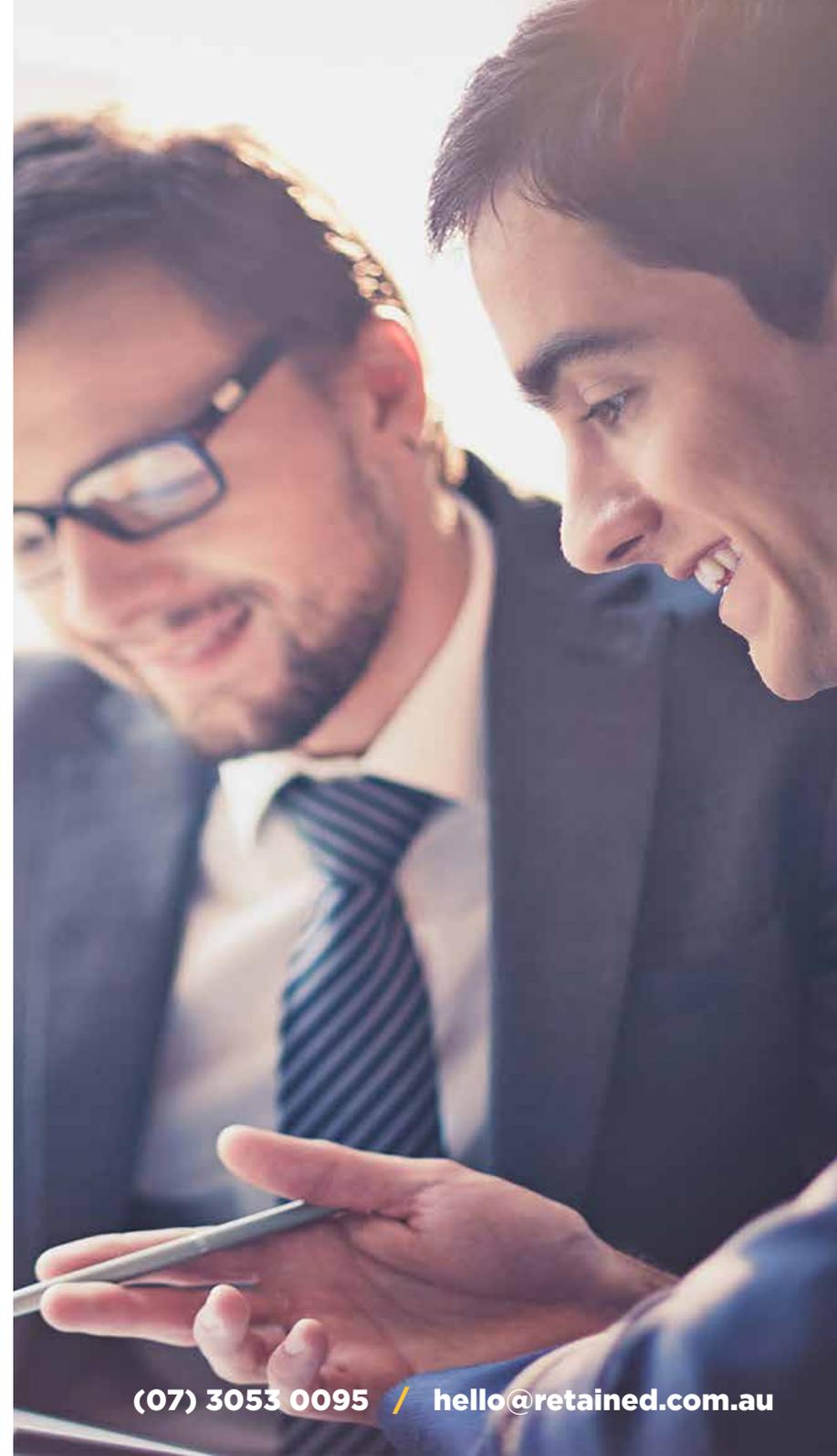
*Upfront payments are non-refundable but the credit can be transferred to future vacancies. Free replacement offered subject to full payment being received within 7 days of start date. Prices for skills testing and psychometric assessment available on request. All placements subject to GST.*

## WHAT IS INCLUDED?

- Face to face agency briefing
- Draft job description and advertising campaign, with or without client logo
- Adverts on both Seek (Stand Out) and LinkedIn (worth \$500)
- Sponsored Social Media campaign
- Targeted search
- Retained hold first round interviews
- Presentation of shortlist with candidate profile and notes
- Arrange interviews, negotiate offer and take references

# The Retained **Vision**

- We don't believe you need to spend the price of a new executive car on your next recruitment project.
- **We believe reward for the recruiter is more than a recruitment fee.** It's the satisfaction of working collaboratively and seeing the positive impact we can have on our client's brands as a result of the talent we've found.
- **We build recruitment campaigns that work!** We are incredibly proud of our 100% success rate on our retained recruitment assignments.
- We are not afraid of hard work as long as a smile and sense of humour is still allowed.
- We bring a proven track record, referral network and the latest technologies to assist in finding your next talent.
- **We have high standards and have consistently delivered where other companies have failed...** if we don't exceed your expectations we will stick at it until we do.
- Our honest and direct approach enables us to build trust and provide a recruitment experience that is both rewarding for the client and recruiter alike.
- We believe we can always find a solution to your recruitment problem.
- Recruiting is a time consuming and business critical process. We aim to make your recruitment experience a stress-free managing the entire process from beginning to end.



# Frequently Asked Questions

## WHY RETAIN AN AGENCY?

We strongly believe in the value of the retained search model and think it should be widely used across all levels of recruitment, not exclusively at the management and executive level.

Our clients say they receive more focus and better results from retained search partners as they have limited distractions unlike contingency recruiters. The client / agency relationship is also stronger as both parties are committed to the assignment.

When working on a retained basis your consultant will go through a defined process, get to understand your business and manage the assignment from beginning to end. The retained model also allows your consultant the time to target the best available talent, not only the active job seekers, who do not necessarily possess the best profile for your vacancy.

The perceived disadvantage of retained search is that the client has to pay an upfront payment regardless of outcome. However, this obligation to pay by the client is repaid by an obligation to perform by your consultant.

## WHY NOT JUST RECRUIT SOMEONE YOURSELF?

Recruiting great people takes time; time that you don't always have. We founded Retained Recruitment with this thought in mind, to provide a high quality consultancy service with a competitive pricing strategy.

Typically, a white-collar recruitment agency would charge between 15-20% of an annual salary package for their services. These charges can be out of reach for small, medium or cost-conscious businesses, especially in these market conditions.

At Retained Recruitment, we have tried to remove the affordability vs time vs service decision that most businesses have to consider when deciding how to recruit.

# Frequently Asked Questions (cont)

## WHY CAN WE RECRUIT AT 8%?

We have no head office teams, non-fee earning management or investors. What we do have is the same referral networks and recruitment technologies, alongside 20 year's experience, enabling us to find the best people for your business.

We can charge 8% because we only work on high quality retained recruitment projects. We work productively, ensuring our time is accounted for and not spent on multiple agency positions with no guaranteed outcome.

Many recruiters spend 80% of their time chasing projects that come to nothing and therefore need to charge a 20% recruitment fee to account for their unproductive time.

Retaining us takes those concerns away and allows us to comfortably go to market without the usual agency stamped. We can spend the time building effective recruitment campaigns and searching the passive candidate market.....often where the best candidates sit.



# Contact Us

Enquire now to see how Retained can improve your recruitment experience.

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