

Why would I want HorizonOne to recruit my vacancy exclusively?

Working exclusively with an experienced, quality focussed recruitment professional is by far the best way to achieve a high quality recruitment outcome. We strongly recommend the use of our exclusive recruitment services when recruiting Executive level, permanent or 'business critical' contract positions, particularly those sourcing from typically candidate short markets.

The benefits of working exclusively make for an intelligent business case, and include:

Saving Time and Improving Value for Money

- HorizonOne's offer a superior level of dedicated service, often at a **lower agency fee!** It is simple, if we know we are getting paid for the work we can commit ourselves to the provision of the highest level of service.
- It **saves you time!** The recruitment process is effectively 'outsourced'. You deal with one point of contact, you give one brief, you oversight one process and we in turn invest the time, talent and resources to ensure the most efficient and timely result.
- It ensures you don't get flooded with piles of unqualified, unsuitable CV's.

Ensure the focus is on high quality outcomes

- We take the time to focus on the **quality** of the candidates and **thoroughness** of processes. Rather than rushing around to send you hastily screened CV's competing with other agencies, we ensure applicants are carefully screened, assessed and rates under the same, consistent methodology using the latest in contemporary recruitment techniques.
- A **partnership** is established based on more in-depth analysis of your recruitment requirements. You don't have ill informed 'sales people' selling your role and your organisation across the market 'half-cocked'.
- You maintain **greater control of the process**. It is a planned service with a single main point of contact and defined milestones – you avoid 'haphazard' multiple agency contingency arrangements. This also allows you to maintain greater **confidentiality** – often a critical factor when recruiting key positions.
- We can **guarantee access to our most skilled recruiters**, whose efforts are distilled and they can more effectively manage their workload to deliver within the agreed timeframe. Ask yourself the question:

If you were a highly experienced, skilled and in demand recruitment professional which roles would you focus on recruiting?

Gain Competitive Advantage

- We can arrange access to high quality **exclusive candidates** for a limited period
- **Greater reach** – demonstrating your commitment to us results in a reciprocation of this commitment when sourcing candidates. When our **'skin is on the line'** to deliver we go above and beyond to source superior candidates.
- Engage our professional expertise and consultancy services in the form of reports, regular updates, advice on how to promote the role and attract top candidates, market information and rates etc.
- Ensure your brand doesn't get watered down or misrepresented by multiple agents or ill informed consultants. Rather than having multiple ads of hugely variable quality, have a **targeted advertising and 'search' campaign** designed to represent you as an employer of choice.

A more detailed rationale

Contingent or 'multiple agency' recruitment models are flawed

Contingent recruitment models involving multiple agents can create **diminished accountability** and commitment toward a quality result, as no one agent is solely responsible for the process. Additionally, the recruitment consultants 'shoulder' all of the risk. Ask yourself what motivation is there for a strong recruiter to take on 'difficult to fill' roles when faced with a high chance of not being paid for the work they do?

Many recruiters will focus on **speed rather than quality** when shortlisting candidates in contingent recruitment processes. In the industry it is known as the 'flick and stick' approach and it rarely yields the best possible outcome as it relies on luck rather than thorough processes, considered judgement and detailed decision making. It only scratches the surface of the potential candidate pool and the recruitment methods employed are far less comprehensive.

Many clients believe that they will gain greater exposure and depth of candidates by listing their requirement with numerous agents. However, whilst this can sometimes be the case in the short term, this approach often yields access to 'surface level' candidates only - those actively looking and known to the agent at that particular time. Some agents may even avoid sending their best candidates for a contingent recruitment process. If they are less informed and have less control of the process, there is increased risk of a failed placement, the possibility that their candidate's confidentiality could be compromised and generally less chance of a successful outcome.

Greater commitment, superior results

Exclusive listing demonstrates and strengthens the commitment of both parties to a high quality result

By partnering with HorizonOne through our exclusive service, the ensuing shared commitment allows us to dedicate the time and resources required to yield a high quality, end-to-end recruitment process. We have the opportunity to thoroughly test the market ensuring that we source the best possible candidate for your requirement. Clients who are prepared to make a commitment to HorizonOne are given the very best service possible.

Research shows that this engagement method yields a much lower risk of a failed placement (90 – 95% success rate), and the value of the placement's to client organisation's are significantly greater over time. The contingent model, where a number of agencies compete for each job, consistently creates wasted effort. Even the very best consultants won't achieve more than a 50% success rate for placements. High recruitment fees reflect this wasted effort.

Imagine the drop in recruitment fees and the increase in the quality of service if most placements were made exclusively?

With an exclusive engagement, HorizonOne will take significant time to fully understand the need for this role in your organisation. This includes clearly defining the key outcomes for success, and ensuring suitable steps are taken to ensure your organisation will be represented with the highest possible regard. When working with multiple agents, it would be almost impossible to ensure all were achieving this high standard of representation, and the opportunity cost of time spent briefing and updating multiple consultants would be significant.

When considering the option to work exclusively with an agency, the most important thing is to work with a company who have the skills, experience and professional ethics to deliver the very highest standard of outcomes. HorizonOne will be fully accountable to you in filling your requirement, and we will work hard to exceed your expectations.