RETAINED RECRUITMENT CAMPAIGNS



OUR RECRUITMENT CAMPAIGN PROCESS

CRAFTING THE BRIEF



- Collaborative process
- Initial briefing meeting
- Expert advice
- List of target organisations
- Wider business requirements

DEFINE EMPLOYEE VALUE PROPOSITION



- Employer brand - Define benefits of the role
- Culture, key selling points of business
- Consistency of

SOURCING **STRATEGIES**



- Bespoke for each project
- Combination of methods
- Identify and headhunt passive pools
- Leverage existing network
- Referrals
- Utilise latest recruitment technology
- Job board advertising
- Competitor analysis and market mapping

campaigns

CANDIDATE QUALIFICATION



- Initial interview by Boston Hale
- aptitude, technical. personality
- Robust referencing
- 'Sell in' the business and role - Securing candidate
- interest in role - Optimising candidate's CV





- Shortlist meeting with client, including 'wild card' candidates
- Analysis of background, technical ability, cultural fit, salary benchmark
- Agreement of final shortlist

INTEVIEW MANAGMENT



- Full and flexible interview management, driven by client needs
- Hosting interviews at Boston Hale
- Diary management and co-ordination
- Candidate preparation

FEEDBACK



- interview feedback to client and candidate.
- Take client feedback, learnings fed back into interview process.
- Engage with and manage all candidates in process
- Revision of brief where necessary

OFFER STAGE



- Face to face offer process
- Careful communication of all aspects of offer
- Start compliance process
- Complete referencing
- Management of resignation process
- Manage counter-offer scenario

ONBOARDING



- Handle contract and
- Team meet and greet
- Continue to support candidate through
- notice period - Mitigate any

issues arising



AFTER CARE



- throughout probation
- Seek feedback, prompt issues resolution
- Frequent calls and face to face meeting
- Communication and feedback from client
- Post-campaign

WHAT OUR CUSTOMERS SAY

The retained option was definitely the right way to go commercially. We were guaranteed to get quality people, and we knew the price we would pay in advance. Having an assigned Account Manager as a sole point of contact made communication easy, and the roles were filled much more efficiently and quickly. My team saved a lot of time and money choosing a retained model to recruit multiple roles versus hiring each individually. It was critical to our growth strategy to get an effective Finance team in place quickly and Boston Hale was instrumental in helping us achieve that.

Head of HR **Global Retail Business**

My experience with Boston Hale has been very positive. My consultant has a good listening ear, is supportive and proactive. She sends fewer, but more selective CVs which are of a high quality, and always worth considering. Having worked with her now for some time, she knows the unique aspects of my department and its culture, and provides insightful support based on that knowledge. We speak often, I trust her opinions, find her very responsive, and an excellent listener. On the rare occasion she's not available, her colleagues are equally able to help.

Associate Director NHS CCG

I was impressed with the speed at which Boston Hale responded with fantastic candidates for what was a challenging brief; I could have hired several. My contact really listened, and his understanding of the brief was exceptionally perceptive. All the qualifications and experience I'd requested were there, he obviously knew the market and terminology very well. Every single candidate fit the brief exactly. but one really stood out. In many years of recruiting, this has definitely been one of, if not the very best, hire that I've made - thanks to Boston Hale.

Assistant Director of HR Housing Association



ACCOUNT MANAGEMENT

Retained campaigns are assigned an Account Manager who will be your sole point of contact throughout the project.

The Account Manager will schedule regular reporting and meetings/contact at the beginning of the project, ensuring that you are fully informed, and that the campaign runs to time.



FEE STRUCTURE

We offer a flexible payment structure with staged, set payments for multiple-hire projects in return for guaranteed exclusivity. The exact details of the fee structure will depend on the scale of the campaign and will be set out in advance.