



Fully Managed Recruitment Service

This service allows businesses to outsource their recruitment needs without paying traditional placement fees. We simply charge a management fee. eSift will manage the process from campaign management to fulfilment of the role.

- ✓ **No placement fees – Management fee from £875**
- ✓ **Unlimited candidates can be engaged at no additional cost**
- ✓ **Saved companies up to 90% of their current recruitment costs**
- ✓ **Cost effective advertising packages to accommodate support, specialist and senior posts**
- ✓ **Brand awareness – option of branded or non branded advertising**
- ✓ **eSift Guarantee***
- ✓ **The best time management tool for recruiting!**

*The eSift Fully Managed Service comes with the **eSift guarantee**, which means if we are not able to find candidates who match the role requirement, we will re-run the campaign again this time **FREE OF CHARGE**, see terms of business for more detail.

What exactly does the eSift Service include?

The Brief

The start of the process is critical to us filling the role and so in addition to the job specification, we speak with HR and the hiring manager to truly understand what they would like to glean from a CV. We will agree timescales for shortlist and interviews. This ensures the process is tightly managed and candidates are not lost due to delays.

Recruitment Advertising

We will make sure we have all the information we need to create the job advert for you, which will then be advertised on the top job boards, eSift website and social media. Our consultant will discuss a variety of advertising options at outset, this can range from high profile job boards to specialist and professional sites e.g. LinkedIn. Adverts can be branded or non branded. (see our Scope of Services for detail)

Response Management

All candidates who apply will be sent an acknowledgement email thanking them for their application within one working day. Candidate care is vital, when we are representing your organisation.

CV Sifting

Trained consultants will view each CV and sift to the role requirements. Candidates that meet these will form the shortlist. To ensure we are meeting your criteria we will forward a couple of CV's at the beginning of the process to gain feedback.

Telephone Screening

This is a paramount part of the process, to validate the candidate's suitability for the role and to talk through their CV, probing gaps in employment, reasons for leaving, notice period, and experience and skill levels. Ideally this is a good opportunity to assess communication skills, invite the candidate to ask questions, and to give information surrounding the role and the process.

(For more in-depth telephone screening services we can make the telephone screen as extensive as necessary to meet your requirements, and include competency based questions – see our Corporate Resourcing Solutions brochure)



Candidate Management

Throughout the process eSift will maintain contact with the candidates and will answer any questions and queries they have. This includes updating candidates, interview briefing, feedback, offers, testing, rejections etc. Experience shows that this has a substantial positive impact on interview to placement ratio.

CV Searching

In order to compliment the shortlist we have access to extensive online candidate databases which we can use to search for passive candidates.

Within our enhanced package, we will fully utilise LinkedIn, relevant sector groups and social media, to identify professionals that need a more direct approach from one of our senior consultants.

The **Fully Managed Recruitment Service** is designed for singular roles. Should you wish to offer to more than one shortlisted candidate or retain these candidates in your talent pool, there will be **NO** additional charge made. Volume recruitment, multiple or multisite roles will be quoted on application.

Only want to use part of the eSift service? Please visit our **Corporate Resourcing Solutions** on our website www.esift.co.uk.