



KV Recruitment

**“A specialist in software recruitment
for twenty years”**

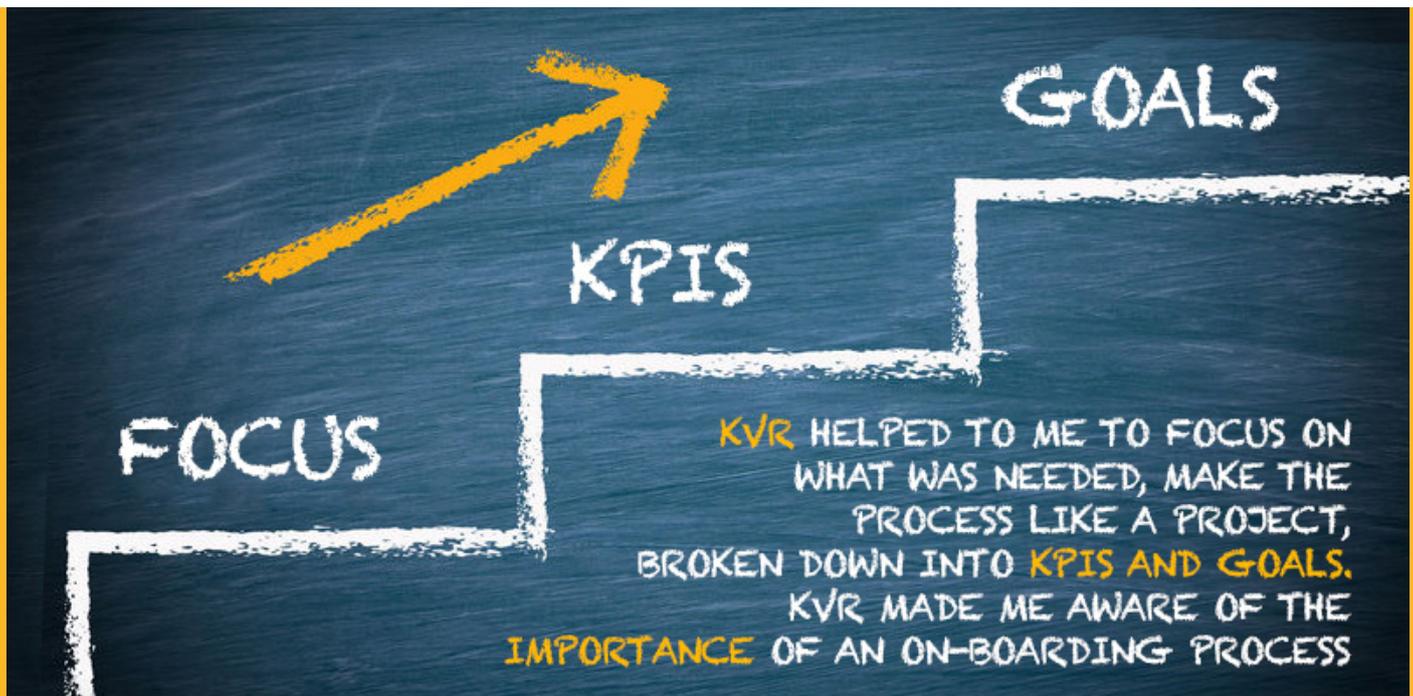
Here is a checklist of some of the 'hard' and 'soft' benefits of using a **contracted In-house Recruiter service**

We have proven that working as part of your team enables us to 'sell' your company's brand and promote job roles more effectively. The Software Development Managers and CTOs we report to enjoy having a dedicated team member, and candidates appreciate we all have a common goal.

At the risk of sounding glib, using a contracted In-house Recruiter service can be the perfect win-win-win option, for client, candidate and recruiter.

- Reduces overall recruitment costs
- Helps to develop a realistic recruitment strategy and execute an efficient recruitment plan
- Improves recruitment ratios and overall placement results
- Improves candidate experience and therefore improve brand experience
- Helps to build teams efficiently and effectively

A company is judged by candidates on the simplicity and effectiveness of its recruitment process. Research shows they are more likely to accept a reduced salary offer if they perceive your process to be **comprehensive, efficient** and **fair**



KV Recruitment will increase interest, attraction and candidate satisfaction by going directly to marker on your behalf. We will:

1. Advertise under Company name/brand, in the best places.
 - a. Increases brand awareness
 - b. Improve response by demonstrating connection with company
 - c. Manage ad response in a courteous, professional and GDPR compliant manner

Note: There will be an increase in calls from external recruiters so a system is needed to deflect and reduce intrusion and protect employees.

1. Market/Network under Company name/brand, in the best places.
 - a. Increases brand awareness on Social Media, especially LinkedIn
 - b. Generally a better response when going direct to prospects, when managed efficiently
 - c. Engage with candidates who are interested in company in a GDPR compliant manner
2. Leverage employees network efficiently, coherently and professionally: referral scheme.
3. Manage candidate experience in a positive manner through regular and appropriate communication.
4. Enable the building of a talent pool of local candidates for a long term benefit instead of reacting to immediate needs all the time.
5. Give clear and up-to-date advice to line managers about the positions of their role [*ask James] in the market so they can make quick and effective decisions.
6. Reduce the time line managers spend on recruitment.
 - a. ONLY 1 specification gathering exercise (requires 40-60 mins of their time)
 - b. ONLY 1 trusted point of contact with the market required, not multiple conversations with external agencies
 - c. Interviews ONLY with well screened, technically able and motivated candidates following comprehensive screening by the Internal Recruiter
7. Better data from the market for company to adjust its strategy: on-boarding, training, benefits package.
8. Progressive recruitment process. There is a level of kudos achieved from the maturity and efficiency of the recruitment process when putting a candidate through it, especially around feedback and progress reporting. This is greatly appreciated and valued by candidates.
9. Easier to measure success through recruitment ratios. CV:Interview:Offer ratio and time taken to hire, time:cost ratio.
10. Reduces costs. Even though the cost is up front with a “success fee” there will be considerable savings based on the quality of the work carried out and the overall results.
11. Cost saving can be used when a specialist role can't be filled by internal recruitment process; engage with a specialist recruiter
12. Flexible: can increase, decrease or terminate KVR services within a reasonable notice period
13. Aids the management of natural churn allowing 'always on' recruitment and marketing.
14. Accountable for managed agencies when there is a need for specialisation. Build PSL.
15. Support diversity initiatives, e.g., advertise on Girls Who Code, Women In Tech.
16. Manage the candidate experience feedback process: Glassdoor



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“We work for you!”