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**THE STRATEGIC
ADVANTAGE OF
PARTNERING WITH A
RECRUITMENT
COMPANY**



TO START WITH

Recruitment is among the most crucial facets of any business. A company's ability to innovate, function, and achieve goals depends significantly on the strength of its team. But if done ineffectively, recruiting could be a multifaceted, elaborate, tedious, costly, and drawn-out process. Countless corporations face dilemmas in identifying capable talent, gauging different skills, or retaining their staff in the competitive job market.

This is where recruitment agencies come in handy. By outsourcing the recruitment process to specialists, companies increase their chances of succeeding in recruitment, widening team's base and ultimately, establishing better teams. This brochure elaborates on the advantages of contracting a recruitment agency and why companies should get professional help when they want to expand their teams.



GREATER AND BETTER OPTIONS FOR TALENT RESOURCES

Perhaps the most difficult assignment for companies is identifying capable candidates. Approaches like posting jobs on career websites and relying on other traditional methods of recruitment often do not yield good results. Recruitment companies on the other hand have databases with an extensive range of pre-screened candidates and access to passive job seekers who are not actively applying for new positions, but are open to consideration.

How These Changes Help Your Business:

- Depress the amount of time spent looking for candidates.
- Guarantees that only the best of the best are put forward for consideration.
- Both active and passive job seekers who are not usually accessible through conventional job adverts are available.
- People with relevant industry experience know how to best place people in appropriate positions.

COST AND TIME **EFFICIENCY**

Finding the right candidate can be resource exhaustive with advertising the position, assessing resumes, conducting interviews, and doing background checks. Furthermore, even one bad hire can be severely damaging through lost productivity and recruitment expenditure to replace those hires.

Recruitment agencies manage the entire recruitment process in an effective way through their experience with candidate marketing, screening, and submission of qualified professionals.

How These Changes Help Your Business:

- Time savings for the company focus of on productive business requirements.
- Avoidances to costs from placing adverts and the prolonged hiring procedure.
- Lowers the chances of making a wrong hire, which is damaging financially and operationally.
- Saves time to fill open roles.

HIRING AND MARKET EXPERTISE

Hiring is a specialty of recruitment agencies. They follow different market dynamics like hiring trends, salary expectations, and the skills that different sectors require. This allows companies to make educated decisions when bringing new employees and makes it easier for them to compete in the market.

How This Benefits Your Business:

- Avoided over-heating the company budget to fit the requirements of the most highly sought after offers
- Obtains business intelligence information in respect of employment regulations as well as maintained standards of hiring.
- Addresses skill deficiencies in a company's personnel by giving competent candidates to the organization.
- Counsel on how to craft job adverts and conduct interviews to win the best applicants.



BETTER RESULTS IN RECRUITING ACCURACY AND LESS TURNOVER

There are thousands of companies that have suffered because the candidate they hire does not live up to their expectations. Employment agencies accurately assess a candidate by conducting a combination of behavioral interview, psychometric tests and questionnaires, plus other technical tests for the job to ensure the client gets an excellent fit for the role.

Moreover, recruitment agencies provide guarantees meaning you'll be at incurring any loss and will rather be compensated for turnover costs if a newly hired employee doesn't work out.

How This Benefits Your Business:

- Improved retention – the most diligent screening and selection processes provide new hires that are best suited to the company vision alongside skills and strong cultural alignment.
- Saves money related to turnover and the re-hiring of employees that tend to leave early.
- Removes any hiring prejudices with the help of structured tests and job evaluations by professionals.
- Boosts productivity as the right employees make valuable contributions as soon as they are onboarded.

ADDITIONAL SCALABILITY AND RECRUITING FLEXIBILITY

Recruiting agencies specialize in helping companies that are rapidly expanding, face seasonal demands, or need to quickly fill positions for short-term projects. Whether a business needs full-time, part-time, or freelance workers, recruiting companies can source suitable candidates promptly.

How This Helps Companies Like Yours:

- Adds or reduces the size of the workforce instantly depending on company needs.
- Grants access to temporary or freelancers for short-term contracts.
- Makes it easier to manage sudden exits of employees.
- Lowers direct administrative costs associated with recruitment, onboarding, and managing contract employment.

OTHER ADVANTAGES OF WORKING WITH RECRUITMENT FIRMS



Less Administration Work


Recruitment requires an extensive amount of administrative work, such as placing advertisements, managing applications, arranging interviews, and checking references. Handing these responsibilities to a recruitment agency allows businesses to focus on their strategic goals, as they can be assured in the knowledge that we will handle these areas.

Enhanced Branding for Your Company

With a recruitment agency, your organization is portrayed professionally, leaving a good impression from the hiring phase. This is especially useful for those companies that want to hire the best in highly competitive industries.

Assistance in Negotiation

Expert recruiters utilize negotiation skills over the businesses, guaranteeing the business a salary that meets their expectation but keeps them in budgetary bounds. While promises higher than is viable, it is also appealing to industry competition.





Discretion and Confidentiality

When looking to fill particularly sensitive positions like that of an executive, discretion is the utmost priority.

Recruitment agencies are tasked with these processes to ensure company details are safeguarded while executing quality hires for the organization.

FINAL THOUGHTS

Every business needs to understand that to grow, a proper team is essential and hiring that talent is often the most difficult part of business operations. By enlisting the help of a recruitment agency, businesses not only make the hiring process easier but also make sure that the right people are hired in a short period of time, all at a lower cost.

The ability to outsource recruitment opens up tangible and near-optimal savings in the form of having measurable cost and relativeness of time due to reduction of hours spent on hiring. In addition to these benefits, recruitment agencies carry out the important tasks of brand control, negotiation of salary and recruitment secrecy in addition to hired headhunting.

A professional recruitment company is very useful to businesses who are looking to expand their teams and remain competitive in the market.

Looking to Enlarge Your Company's Team? If your company is looking to bring on new employees without the usual hiring hassles, partnering with a recruitment agency can be very helpful. Give us a call today! It's a great first step in hiring a more competent team.

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hello@nexushealthcare.co.uk

nexushealthcare.co.uk

+44 784 163 99 30