

Recruiting people who are changing the world through cutting edge technology.

Finding the perfect hire can be difficult and the time taken to hire can be lengthy and drawn out. For hiring managers or decision makers, who are pushed for time, it becomes a constant and unwanted distraction.

In this respect finding the right recruitment agency to partner with can vastly reduce the headache and time take to source and screen the right individuals. Below we provide our guide to picking the right recruitment agency to partner with.

### **What are the benefits of working with a recruitment agency?**

Recruiters use a wide range of resources and tools to source and speak to highly qualified candidates. And for recruitment agencies that specialise in a niche area, they will have a large database and extended network at their disposal, which will be jam packed with individuals with the right skills.

They will also work with candidates both on and off the market and will be able to give you a real overview of the market in general.

Working with a recruitment company can also help reduce the time and cost it takes to hire. They will undoubtedly be paying for advertising, plus have methods for getting your job in front of as many experienced professionals as possible.

Plus, they will be qualifying and screening each candidate against your job profile. Did you know that on average, a recruiter will speak to and screen as many as 27 people to submit just one CV / Resume?

And, in most instances the recruitment agency will work on a 'no-win, no-fee' (contingency) basis. So you don't pay until you find the right person.

### **How do I pick the right recruitment partner?**

We strongly advise that you work with agencies who have a Service Level Agreement (SLA). The SLA should outline the minimum activity they will carry out, along with expected delivery results. After all, choosing the cheapest might not necessary be more time / cost saving, if you have to call the candidates yourself to screen them. Remember that a SLA should also go both ways, so they will be expecting deliverables from you, such as feedback following interviews etc.

### **Should I work with an established recruitment agency?**

The choice is entirely up to you, but there are benefits

of working with a company that is already established in your chosen industry. For starters, they will have a good database of contacts and professionals already-known-to-them, which means sourcing candidates is quicker and more efficient.

They will have a solid understanding of the industry / technology and will have a thorough overview of the marketplace in general.

They will be able to give guidance on salary levels for the skills you need, and how you stack up to the competition, making sure you can compete for the best talent around.

### **Should I choose a recruitment agency who offers an after-sales service?**

Again the choice is up to you, but a good recruitment company, should provide some form of after-sales service to both you and the candidate. After all it is only understandable that you would want to protect your investment.

### **How do I know if the fee reflects the service being offered?**

A good agency should offer some form of SLA, which will set out their minimum standards for delivering to your role. However, with agencies that only work in very niche areas, you can expect to pay a higher rate of fee. However, our findings are that whilst the fee is higher than a mainstream agency, the savings that you will make in both time and costs will outweigh the difference.

### **Should they be called Resource On Demand Limited?**

Yes, absolutely...just kidding!!!

We hope that you find our guide to picking the right recruitment agency useful, when it comes to deciding who you want to be part of your PSL.

Resource On Demand Limited are Europe's first Salesforce recruitment agency. They specialise in Salesforce, digital marketing / marketing automation and Human Capital Management (HCM) software, such as Workday.

For more information on [Resource On Demand Limited](http://Resource On Demand Limited), phone us on 020 8123 7769 or email us: [rod@resourceondemand.com](mailto:rod@resourceondemand.com) and one of our team will be happy to help.