



# The Internal Recruiter

Keeping costs down are an essential part of profitability in any business. Equally, filling vacancies with the highest available quality in the shortest possible time is another key ingredient determining a company's future success.

Hiring staff to project manage the recruitment process internally can be a means of reducing costs, but the challenge is to do this without compromising on the breadth of search capability to secure the best choices of hire, in addition to maintaining a swift process that minimises downtime through lingering vacancies.

**The Internal Recruiter** is an innovative proposition which combines the characteristics of having a dedicated, lower cost internal resource whilst maintaining the flexibility and capability of experienced and highly specialist external recruiters. The service offers dramatic cost savings whilst delivering results in the shortest possible time frames. With a track record of exceptional delivery supported by many recent testimonials PCC offer the additional benefit of no long term contractual tie's, offering the service on a project by project basis.

## The Internal Recruiter

- End to end recruitment processes management
- Fixed fee agreed up to and in excess of 50% lower than traditional fees
- Hiring manager support/mentoring by former industry senior managers
- All filtering/screening and initial interviews
- Innovative search strategies to access passive candidates
- Access to extensive networks built over 15 years within the Healthcare industries
- Candidate retention strategies throughout to avoid talent loss
- Advertising advice and management as appropriate
- Agency management and advice as appropriate
- Assessment support and advice as appropriate
- Management and co-ordination of offer process to retain talent

