

The Internal Recruiter – Frequently Asked Questions

Q: How long should each process take

A: Expectations will be as follows:

- **Sales positions** – completed 4-6 weeks
- **Marketing, Medical, Sales management, regulatory - completed** 5-8 weeks
- **Executive** – completed 6-10 weeks

Results are often achieved in less than this, the limiting factor being client's own time frames for interview stages.

Q: Where are the candidates sourced from?

A: Although we do still advertise, we discovered some years ago that the best results were almost always from the pursuit of passive candidates, not actively in the market at the first point of contact. Using databases established over a 15 year time frame, in addition to vast networks on social media as a foundation, PCC uses a range of pro-active networking and referral techniques to identify an exhaustive list of accurate matches to a required specification.

Q: How can you provide a high quality service at rates so much lower than your competition?

A: For traditional recruitment processes, recruitment company fees must account for the fact that a high proportion of their work does not result in a fee. This means when they do bill a fee, it needs to cover the 80% plus inefficiency of all the processes that don't result in a fee. **The Internal Recruiter** is an exclusive process, the only risk to PCC not gaining a fee is if the process fails to deliver a result. Historically, the process delivers close to 100% success. As each process generates a fee, there is no inefficiency to cover in fees, hence the fees can be much lower and profitable.





Q: What if we get a candidate from another agency

A: The Internal Recruiter is an exclusive process. The fees are modelled and set lower at a level which reflects the lower level of risk the exclusivity creates. Once candidates are able to enter the process from other sources, the risk model changes and these lower fees would not be appropriate. Hence to maintain the fees at these low levels, exclusivity must be maintained.

Q: What if we need to cancel the arrangement after a project has started

A: There is a cancellation policy in which there is a sliding scale of costs depending on what stage of the process has been reached. Please see terms and conditions for details.

Q: What if we have internal candidates

A: The Internal Recruiter is an exclusive process and the low level fees reflect this. If a client has internal candidates, these should be assessed prior to engaging **The Internal Recruiter**. If internal candidates emerge once the process has been engaged, they can be included in the process along with other candidates and the fee will remain regardless of whether or not the internal candidate is successful. Alternatively, the process can be halted to allow the internal candidate to proceed alone, in which case the cancellation policy will apply.

