



Contingent Workforce Solutions

With more than 290 **five-star Trustpilot reviews**, we are Ireland's most trusted recruitment partner in the contracting and temporary workers community.

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RECRUITERS
looking for you

About Us

RECRUITERS is an Irish recruitment partner operating since 2006 and is the country's premium provider of **contingent worker recruitment solutions**. Used by many iconic multinational brands, RECRUITERS has become Ireland's most trusted recruitment partner for Temps and Contractors.

RECRUITERS is recognised among the recruitment industry as one of the best performers in the Irish market. Evidence of which our awards for **Agency of the Year, Best in IT & Telecoms, Best in Contracting** and **Best in Sales & Marketing** by the National Recruitment Federation, along with **2019 Business of The Year** at the European Business Awards and an **All-Star business award in 2018 for Managed Recruitment Services**.



Clients Trust Us

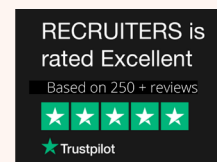
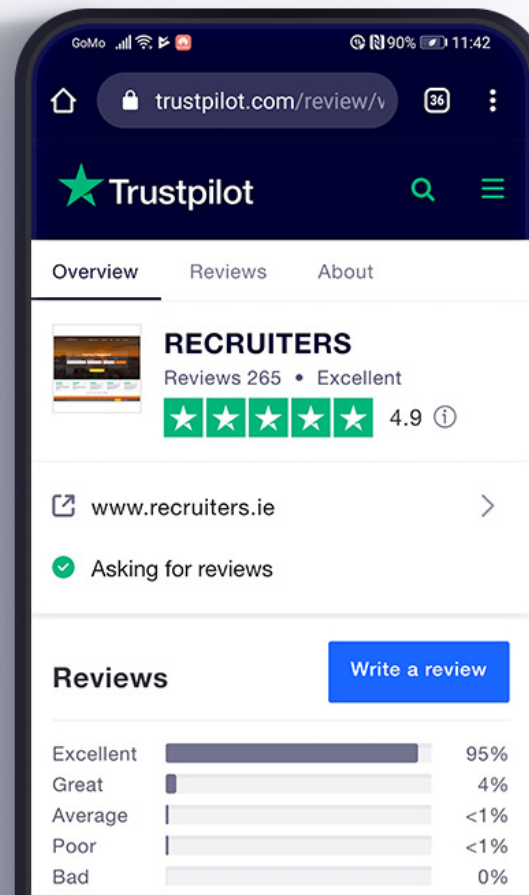
Rated 4.9/5 from 103 reviews, we are **Ireland's highest rated recruitment partner** on Google Reviews.

A 2019 Customer Experience Survey revealed that **92% of clients would recommend us** to another business.

Contractors Trust Us

With **over 290 five-star Trustpilot reviews**, we are Ireland's most trusted recruitment partner in the contracting community.

Trust and communication are of paramount importance. We're proud to have the best [community of contingent workers](#) which [trusts us](#).



Our Contingent Workers Model

Service Highlights

As companies grow and change, quick access to contingent workers and relative ease of their on- and off-boarding can make a vital difference in achieving a company's objectives.

Contingent (contract, temporary, part-time, interim cover and fixed term) workforce solutions can save time, save money, increase productivity, ensure compliance and reduce risk for your organisation.

We constantly champion our clients in a professional, enthusiastic way. We provide a platform for interim workers to ask the questions and get the information they need to ensure they are happy and satisfied with their working conditions and perform to their best. We conduct regular performance management reviews enabling 360-degree feedback for better engagement and productivity.

Sourcing & On-Boarding

We source and deliver passive and active candidates which meet our clients' skills requirements within agreed SLAs.

Training Requirements

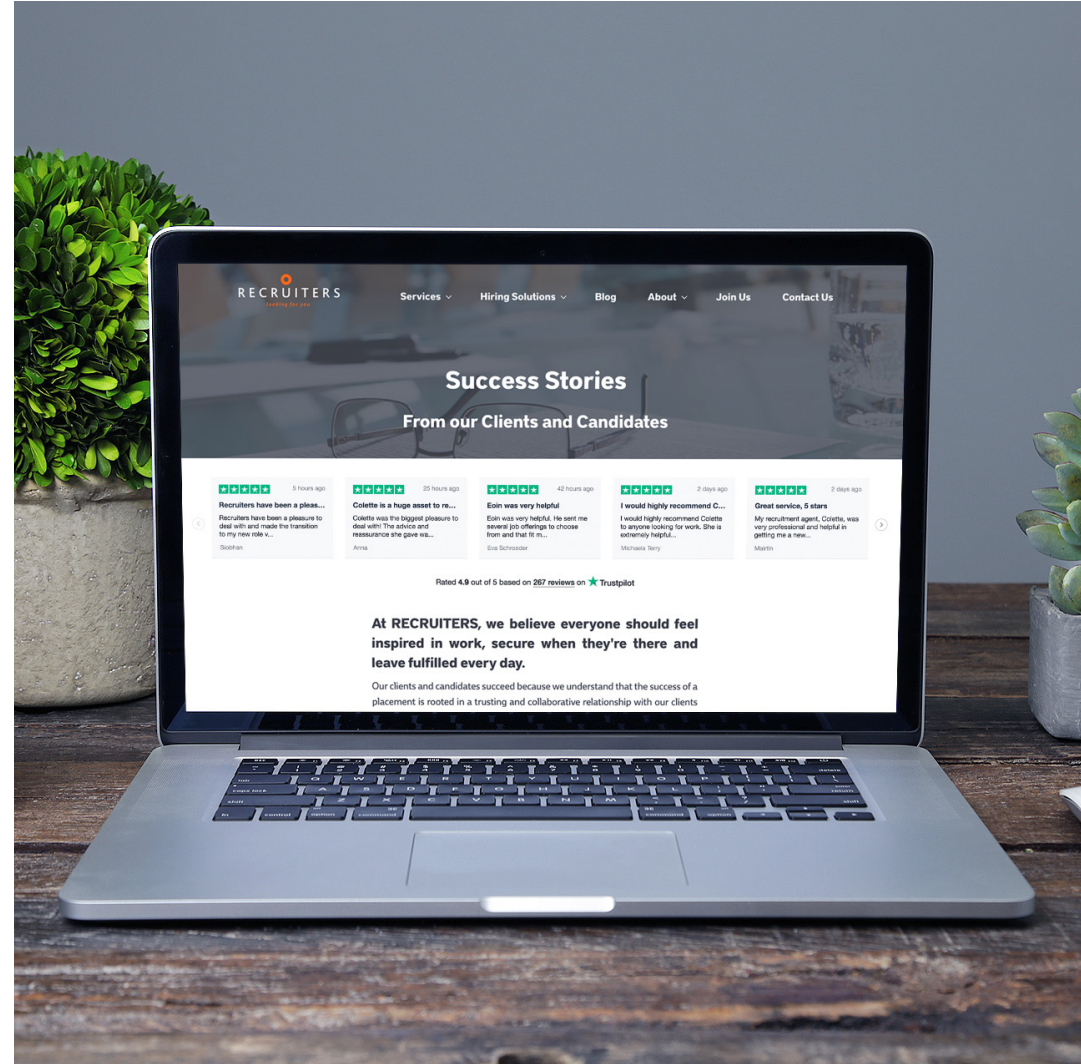
We help determine any training requirements and roll out training schedules, performance and objective plans.

In-Life Care & Performance

We conduct quarterly performance reviews with managers and workers alongside regular contact and touch-points.

Social Events

RECRUITERS runs social events for our vendors to attend. Our calendar of events includes our renowned summer parties.





over **700**
Contingent workers
placed as of January 2020

Key KPI's & RECRUITERS' averages:

- Submission-to-interview ratio: 2:1
- Interview-to-placement ratio: 2:1
- Average time to fill a role: 1.5 weeks

88%
of placements
in Large Iconic
Multinationals
through RPOs
and MSPs

Sourcing

We understand that the success of a placement is rooted in understanding our clients requirements well and finding the right person in terms of skills, experience, attitude and price points.

Planning

Client involvement, communication and satisfaction are paramount. We work on workforce planning, forecasting and SLA's to build scorecards you are happy with.

Sourcing

Our data management within our CRM delivers the required candidates quickly. When combined with our multichannel marketing efforts, networking, and more, we have the the market covered for you.

Communications

All candidates are managed efficiently and effectively in the tone of your company brand, in-line with GDPR, throughout the recruitment lifecycle.

Screening

We combine quantitative and qualitative data into impactful reports on the candidate's competence, experience and cultural fit that addresses all key selection criteria.

Onboarding Contingent Workers

Our proven onboarding methodology ensures that your new contingent workers will understand your specific company culture, objectives, business requirements and that their initial experiences are great experiences because first impressions count.

Offer Made Contract Issued

Each contingent worker is always invited to our office to review and sign service contracts. We take the time to build long-lasting relationships.

Onboarding Co-ordination

We work with our clients to ensure there is a schedule for the initial period of starting employment and that all necessary equipment and access to software is enabled to ensure a great start.

In-Life Care Model

All candidates are managed efficiently and effectively in the tone of your company brand, in-line with GDPR, throughout the recruitment lifecycle.

Invoicing With Recruiters

No matter how many contingent workers on-site, you only receive one monthly invoice at agreed intervals. Our hotline ensures answers to all questions around payroll, pension and tax are handled professionally and quickly.





In-Life Care Model

Our in-life care model ensures that contingent workers exceed your expectations, deliver on-time and to a very high standard. Due to the personal touch and in-life care we provide to each of our contingent workers, we can make issues disappear before they become problems. It's all about communication. Just ask to see some of our scorecards from existing clients or ask for a testimonial.

1

Hiring Manager Meeting

We meet each hiring manager to agree a framework for performance management for their contingent workers, onsite or remote.

2

Candidate Meetings

We meet successful contingent workers onsite to ensure their onboarding has gone as expected to deal with any ramping up concerns they might have.

3

Performance Reviews

RECRUITERS conducts quarterly performance reviews with contingent workers and their respective managers to deliver impactful feedback.

4

On-Site Meetings

Our 'In-Life Care' team have a strong on-site presence, offering day-to-day support to contingent workers and their managers.

5

Payments

Our team is in weekly contact with the workers to answer questions on payroll, time-sheets, expenses and tax queries.

6

Off-Boarding

RECRUITERS manages the off-boarding of the contingent workers, when required, with professionalism and source them new work.

Additional Services For Contingent Workers

Wrkit Portal

Staff engagement software that inspires recognition and a healthy wellbeing at work.

Pension Advice

We have a dedicated financial adviser on-hand who can consult with the workers at their request.

Health Insurance

Company scheme set up through the VHI for each contingent worker.

Tax Saver Initiatives

- All types of travel tickets.
- Bike-to-work scheme.

Admin Support

- References for housing.
- Supporting forms for applications.
- Travel agency partnership.

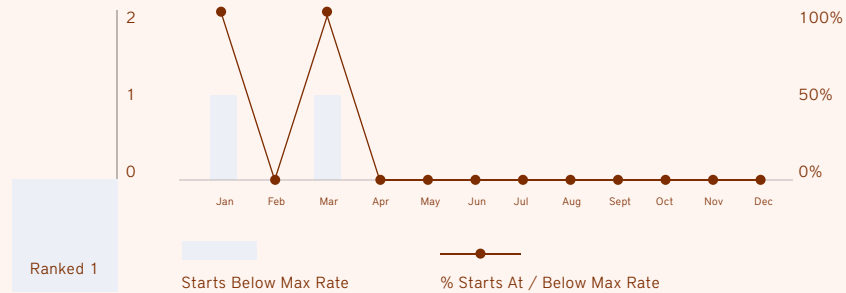


Measuring Performance

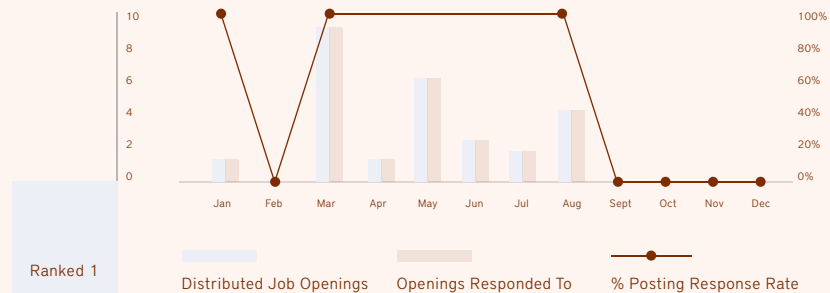
External Performance Measures

RECRUITERS consistently scored as the top ranked supplier on our sites in 2019/2020. The below reflects our cost and response rate management rankings from a recent scorecard:

Bill Rate Management



Response Rate



Activity KPI's:

Submittals, shortlisted, interviewed & new starters.

Quality KPI's:

Failure to start, first-time quality & successful finishers.

Speed KPI's:

Response time, submittal time & time-to-fill ratios.

Cost KPI's:

Starts at / below max rates.

Internal Performance Measures

We measure our internal recruiters on what our interim workers say about them.

Weekly 1-to1 Reviews

Our management team conducts weekly performance review sessions with the consultants to ensure they are on-track to meet KPI's.

Customer Experience Survey

RECRUITERS performs regular CX surveys to continually note areas of service improvement.



Meet Some Of Our Contingent Team



Gerard Doyle

Founder / Client Account Sponsor

Gerard has a hands-on approach and more than 25 years' experience in contingent worker solutions.



Amy O'Dowd

In-Life Programme Manager

Amy is Ireland's highest rated in-life care manager on Trustpilot, Google Reviews and in our own internal Achievers Club.



Sarah Pope

Contingent Division Manager

Sarah won the 2019 "Contract Recruiter of the Year" award at the NRF awards. Sarah will be your main point-of-contact.