

Recruitment models: pros and cons

So, you've done your research and identified some solid benefits for your organisation. But how exactly should a recruitment partnership work?

Ultimately, the model you decide to implement will need to be the best solution for your requirements, both now and in the medium term, taking into account expansion plans, hard-to-fill positions, economic conditions and more.

The more feedback you have from relevant stakeholders, the more likely you will make an informed decision. So, talk to potential recruitment partners, your suppliers and the key stakeholders in your own organisation to get a wider picture of what may work for you.

Below we outline some standard recruitment models, so you're armed with the knowledge you need to select the right model for your organisation.

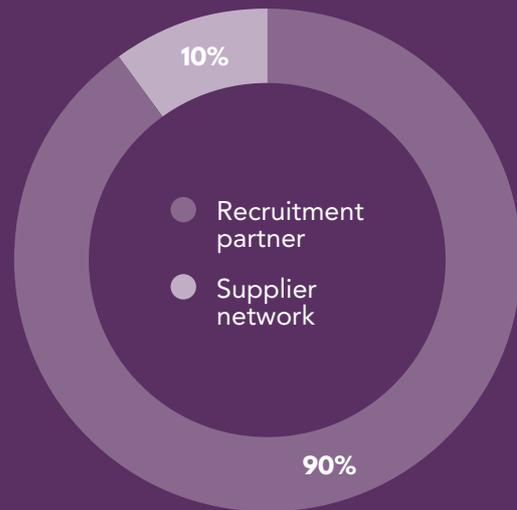
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Master Vendor

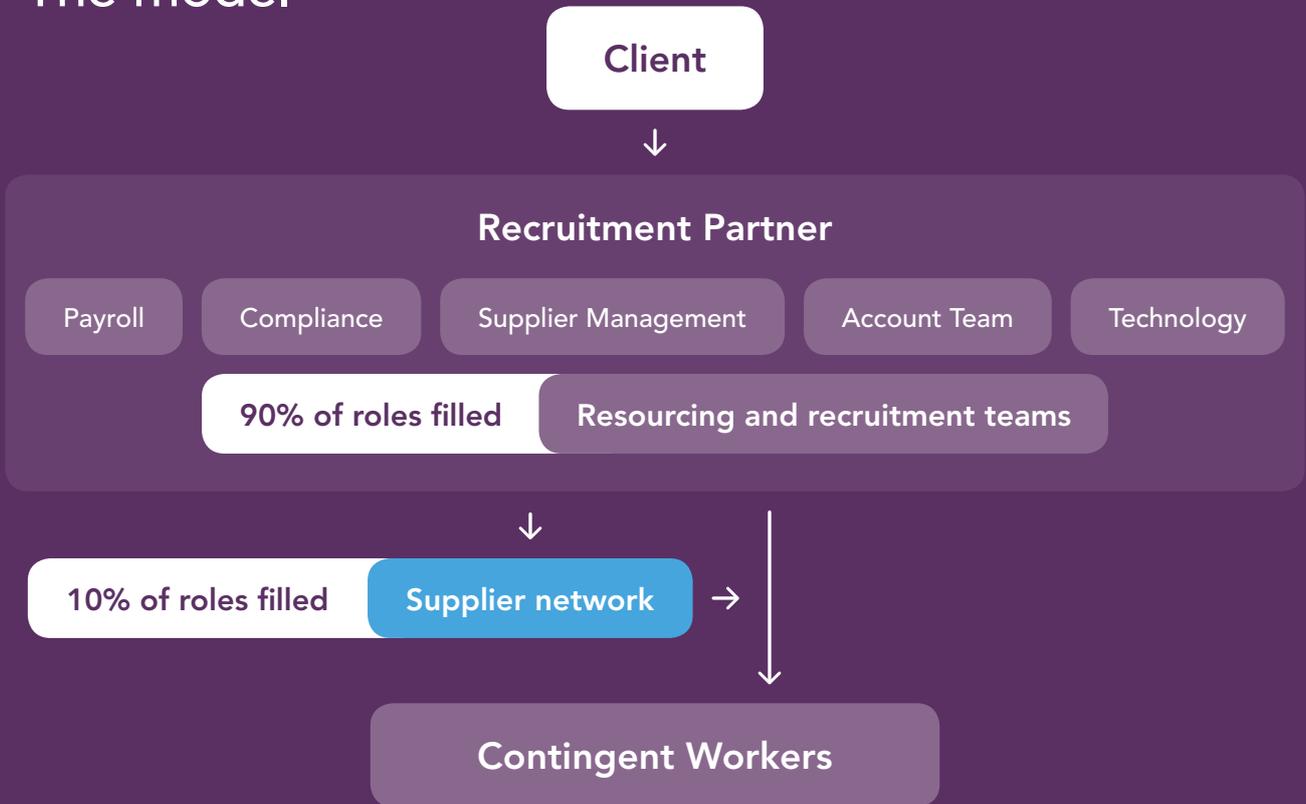
The recruitment partner will fill at least **90%** of all requirements.

In a situation where you have a high concentration of one type of contingent worker, for example, a large proportion of IT contingent workers, your recruitment partner will work to fill 90-98% of all roles directly.

- The Master Vendor has a lead time on all recruitment with an expectation that most of these roles will be filled directly by the Master Vendor.
- Any positions unable to be filled by the Master Vendor are released to a second tier of suppliers, managed by the Master Vendor.
- The Master Vendor is also responsible for additional services, which can include inductions, bespoke invoicing arrangements, contractor care and compliance.
- Recruitment technology can be incorporated as part of the service.



The model



Pros

A single point of contact for all recruitment requirements, one contractual agreement and a single invoice streamlines the process and increase transparency.

Significant cost reductions are common with this model via improved agency fees, control over pay rates, quality of candidate shortlist, and improved invoicing processes.

Reduced 'time to hire' and improved quality of candidate owing to the dedicated account team and improved Hiring Manager experience.

Cons

High quality second tier suppliers may not be motivated due to limited volumes/opportunities.

Other disciplines outside of the Master Vendor are often filled on an ad-hoc basis by multiple suppliers who may not abide by the standards or commercial requirements of the programme.

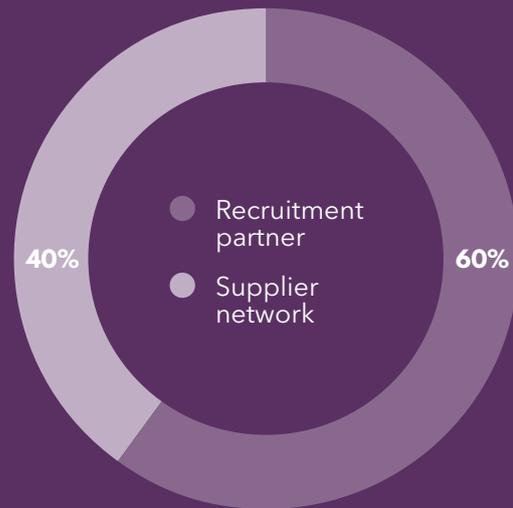
The Master Vendor status may lead to complacency if KPIs are not regularly measured, monitored and reviewed.

Managed Service Provider (MSP)

Hybrid

The recruitment partner will aim to fill at least **60%** of all requirements.

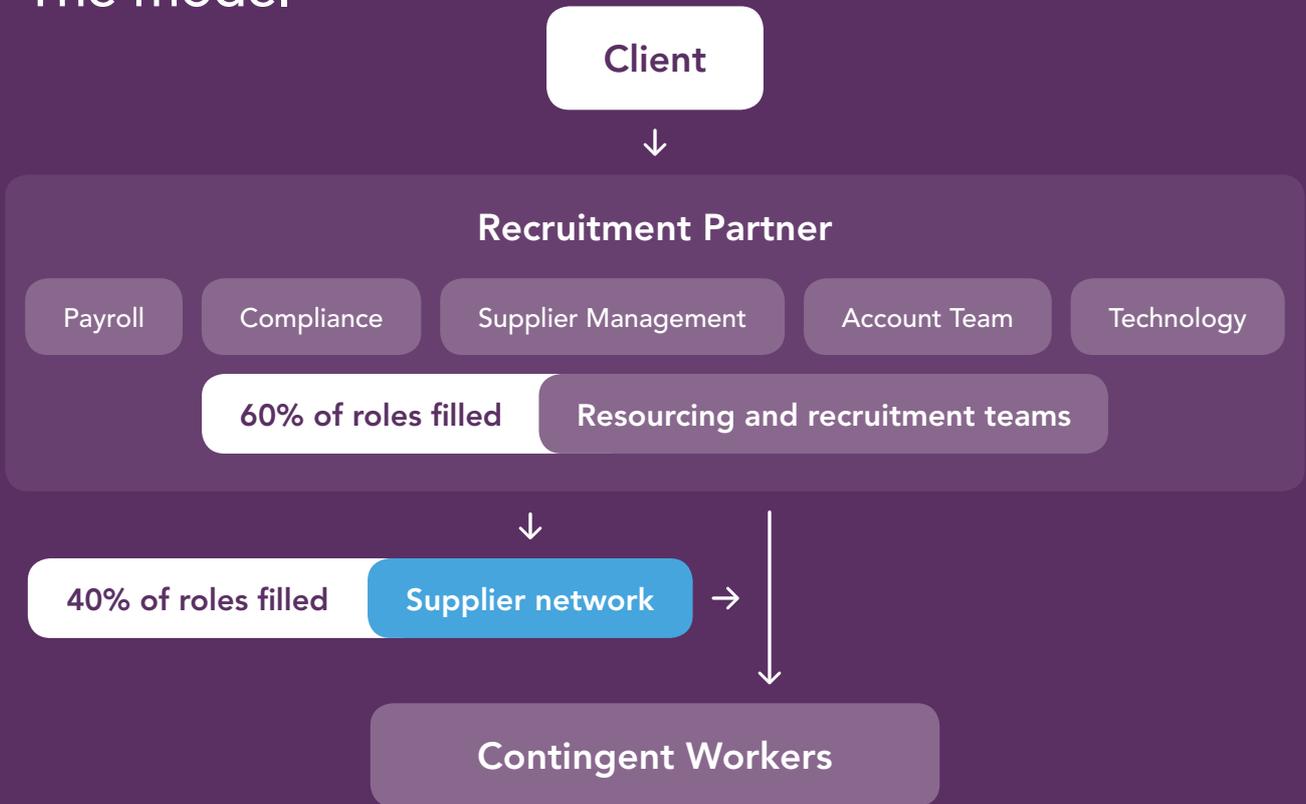
A Managed Service Provider is ideal when your organisation has a large number of contingent workers across multiple disciplines. Whilst aiming to fulfil 60% of roles directly, a recruitment partner will use a strategic network of preferred suppliers to support their additional recruitment needs.



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- The best partnerships involve on-site co-ordination, control and reporting on all recruitment activity on your behalf.
- These partnerships include full management of all contingent recruitment requirements.
- Technology and tailored solutions can be incorporated part of this offering.

The model



Pros

The recruitment partner is responsible and accountable for 100% fulfilment of all requirements to agreed quality and timescales, and finds the best candidate for the job, regardless of the source.

This partnership results in significant cost reductions via improved agency fees, control over pay rates, quality of candidate shortlist and improved invoicing processes.

An on-site team will integrate into your business, resulting in improved quality of candidates that fit your organisation's culture.

Cons

The recruitment partner may not engage appropriately or fairly with its supply partners, given an inherent desire to fill the maximum number of roles themselves.

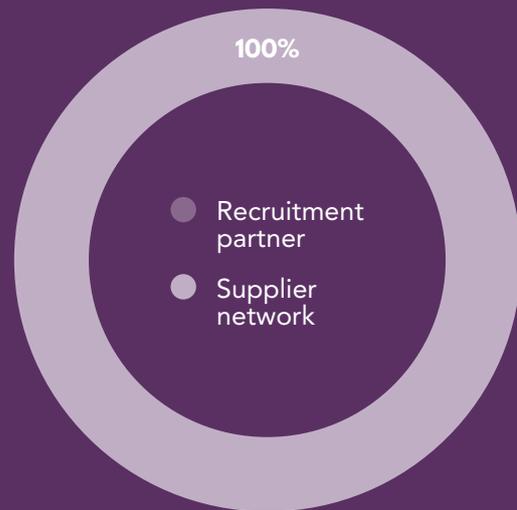
The Managed Service Partnership may lead to complacency if KPIs are not regularly measured, monitored and reviewed.

Neutral Vendor

The recruitment partner will manage a network of suppliers who will fill **100%** of all requirements.

Requirements are not filled by the recruitment partner directly, but by a large network of preferred suppliers, managed by the recruitment partner. If the recruitment partner is part of a larger staffing group, you can also request those brands cannot supply workers, making the programme, by definition, strictly neutral.

- This partnership can involve on-site co-ordination, control and reporting on all recruitment activity on your behalf.
- Recruitment technology and automated processes are essential to neutral vendor partnerships.
- This model often relates three different recruitment needs:
 1. Significant volume of a wide variety of roles
 2. A geographically diverse talent pool
 3. A quick turnaround of short term assignments



The model



Pros

The recruitment partner is acting solely with the intention of finding the best candidate, regardless of the source.

As the recruitment partner doesn't have a supply capability of its own in this agreement, the neutral vendor manages your supply chain impartially.

There's a significant reduction in overall recruitment costs through streamlined processes and rationalised agency fees.

Cons

This model is often criticised for not cultivating warm relations with agency suppliers, leading to a disengaged supply chain which ultimately impacts the quality of service to you.

Representing and safeguarding your brand in the candidate marketplace is not controlled by the recruitment partner, risking your brand image.



About Rullion

We exist to unlock the potential in all of us, by creating products, services and experiences that help make the world of work more fun and fulfilling.

We're committed to evolving with our clients, priding ourselves on being the trusted partner of some of the UK's best-known brands.

Managed Solutions

100% retention of our clients with an "excellent" NPS rating

Staffing Solutions

Average tenure of our 175 recruitment professionals is six years

Talent Consultancy

Multi-award winning innovative talent solution service

myRecruiter

Flexible recruitment technology

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