

DEEPEST PARTNER • ENTERPRISE RPO

# Your recruiting function. Run end to end.

We run your recruiting function end to end, not just fill roles. A senior talent leader designs and runs the operation as your single point of contact, backed by a dedicated recruiting pod and the systems around it. We handle everything up to and through the offer, then hand you a vetted, ready-to-onboard hire.

**From \$18,000** /mo

Flat monthly engagement

**\$1,000** / placement

Flat fee, never a percentage of salary

**Unlimited** roles

Hire as much as you need, one predictable fee

## THE TEAM

### A senior talent leader, backed by a dedicated recruiting pod

Your **Client Delivery Lead** is a senior talent leader who owns strategy, process and quality on every search and stays your single point of contact. The lead is backed by a dedicated pod of **experienced recruiters**, typically two at the starting tier, who source and screen full time across your roles. As your hiring grows, we add recruiting capacity to the pod. Systems, major job boards and ATS are included in the monthly fee.

#### WHAT BIZFIRST RUNS

- ✓ Hiring plan and role strategy (you approve)
- ✓ Hiring process design, interview kits and scorecards
- ✓ Employer value proposition and recruitment marketing
- ✓ Job descriptions and sourcing, active and passive
- ✓ Screening, recruiter interviews and candidate experience
- ✓ Interview scheduling and coordination
- ✓ Salary benchmarking and offer strategy (you approve every offer)
- ✓ Full candidate packet on every submission
- ✓ Pipeline, ATS and hiring metrics in our systems

#### WHAT YOU KEEP

- The final hiring decision
- Extending the offer as the employer of record
- Background, drug and reference checks (your vendors)
- Clearance verification, sponsorship and adjudication (your FSO)
- I-9, E-Verify and right-to-work
- Onboarding, provisioning and HRIS setup
- Compensation bands and final approval
- Employment-law compliance and recordkeeping
- Everything post-hire: retention, performance and payroll

#### PartnerHire Core, two recruiters · from \$15,500/mo

Two dedicated recruiters plug into your hiring process, with a shared senior Client Delivery Lead who aligns the search and QAs every submission. You still own the process, the systems and the strategy.

**Core fills your roles.**

#### PartnerHire Complete · from \$18,000/mo

The senior lead steps up to run the function: designing your process, interview kits, EVP and offer strategy, and owning pipeline and metrics in our systems. Recruiters source and screen underneath, and roles are unlimited.

**Complete runs your recruiting function.**

The step from two-recruiter Core to Complete is a small jump in cost. **What you are really buying is ownership:** the recruiting function is designed, run and improved for you, with the systems and strategic work included rather than left on your plate.

Ready to hand off **your recruiting function?**

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