

MODULAR

SEARCH & RECRUITMENT



LOGAN
/ SINCLAIR

Modular Search will give you the ability to select only the components of the recruitment experience that you need and at a reduced cost.

This maximises your efficiency whilst ensuring you can recruit the best talent for your business.

THE PURPOSE

With employers facing economic uncertainty, you face the dual pressures of constrained resources and the need to bring in exceptional talent from a crowded market.

Modular Search helps resolve these issues, allowing you to create a bespoke recruitment process, using only the resources you need. Modular Search is an alternative strategy to a 'one size fits all' recruitment approach of a full agency-managed talent acquisition process.

By using Modular Search, we can develop a bespoke strategy to meet your needs by choosing only the parts of the recruitment process you need. This leads to a reduction in cost versus hiring in-house recruitment teams or choosing a full agency-managed talent acquisition process, whilst maintaining quality and improving efficiency.

HOW DOES IT WORK?

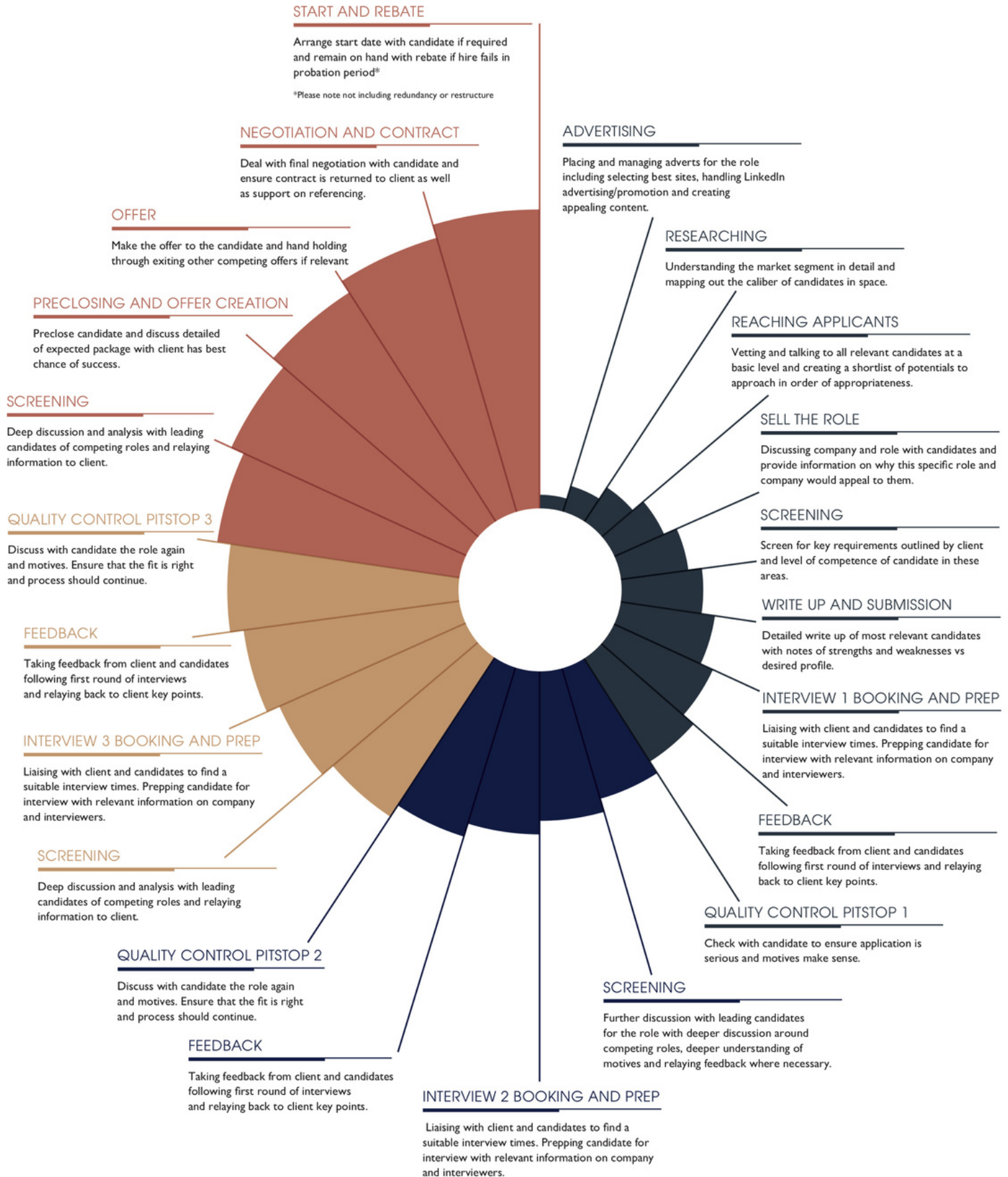
We believe the recruitment process can be broken down into modules. Each one comes with a specific amount of work and skillset required to excel at it. At Logan Sinclair we have traditionally been experts at delivering this full service to clients.

We understand the value in breaking the process into modules allowing you to tailor a process to your needs to reduce cost and connect with your own efficiencies.

On the following page you can see the modules of the recruitment process. You are able to choose any of these for any recruitment assignment and Logan Sinclair will develop and project and pricing structure to deliver the hire(s).



THE MODULES YOU CAN SELECT



HOW DOES THIS HELP YOU?

Limited resources

In today's environment, HR departments are being squeezed and resources in terms of staff and budget are more finite than before. In this context, those that have in-house recruitment teams have less time and support. For those that don't, the role of the generalist HR manager is becoming much harder, with the need to handle day-to-day tasks as well as recruitment assignments. Against this backdrop, the need to hire the best talent has never been more pressing, with companies' long term success reliant on their ability to attract, retain and manage the right talent. By designing a model that accommodates specific clients or role requirements at a lower cost offers a solution to these problems. For example, you may do your own resourcing but need help with screening, or you may be looking for experts to guide you through the market and process. This is specific to each company and search, our solution allows you to flexibly utilize our expertise, alleviating pressure on your resources and reducing overall recruitment costs.

Candidate access

In order to compete with large scale recruitment teams in the market, you need to have an extensive network, specialist tools, skill and time. We are able to bring all these qualities and resources to your team to support you. Smaller firms without a strong brand in the recruitment market can find themselves short of applicants, we are able to discover the active and passive candidates and build your reputation with them. Working with us means you will not be penalised for not having a large team or budget.

Market knowledge

Logan Sinclair are specialists in the financial services arena working with many of the UK's leading asset managers, wealth managers and asset servicing businesses. By working with us you access many years of experience and deep knowledge of the markets we work in. We can help you understand the specific requirements and dynamics of your searches and what you need to do to ensure their successful conclusion, saving you time and money.



WHO IS THIS RIGHT FOR?



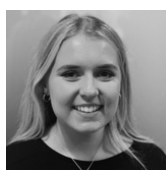
We believe this is right for employers who want to retain the quality of search efforts whilst controlling costs and driving efficiencies. Ultimately, we believe that Modular Search will become the norm over the coming years. Improvements in technology, data quality and market knowledge have levelled the playing field in recruitment and the 'one-size fits all' approach offered by most recruitment firms doesn't work for all roles anymore.

We feel this process will assist employers who want to attract high quality candidates whilst reducing the resources, time and money spent on recruitment. If you do not need an agency to carry out the entire process but you are in need of an outsourced platform to engage, source, assess or manage the process then choosing to adopt Modular Search is an important step in building a successful recruitment approach with reduced cost and resource requirements.

PRICING

Pricing is finalised on a case by case consultation dependent on variables such as: type of role, technicality, seniority and salary range.

For more information or to organise a consultation please contact us below:



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SUCCESS STORIES

Client A (c.50 employees) were making a relatively junior hire. They are a well-established brand within the industry but did not have the correct engagement for this demographic. Initially they advertised the role themselves and received c.500 applicants, with very few suitable. They did not have a dedicated individual in the firm to sort and sift through the applications. Therefore, the responsibility fell to the hiring manager who had to go through and screen the applicants. This strategy became hugely time consuming to the hiring manager and his team and the client then decided to outsource 'Phase One' of the process to Modular Search. After consultation, we helped to tailor the Job Description, choose the appropriate platforms to advertise the position, access our candidate database and handed over 15 fully-screened and assessed individuals for the role in the first week. The top 8 were selected to interview the following week, with 5 progressing to 2nd stage and the favourite 2 selected for the final stage to choose between to hire, they needed additional advice on screening and checking motivations for the offer stage as well as contract negotiations which we handled. The entire process took 4 weeks with minimal costs. This reduced their overall fees by c.70%.



Client B (c.200 employees) wanted to make a mid-senior level hire. They have a well-established HR team but no dedicated Talent Acquisition team. They already had a large platform and are well known in the industry so they had no issues with positioning the role and receiving applicants, however as both HR and the hiring manager had very little time to screen multiple candidates they outsourced us to do this section. We screened c.60 applicants and selected the best 10 to be progressed to the interview stage, 8 were selected for the first stage and the client opted for us to organise interviews and prep candidates, these administrative tasks saved them a huge amount of time from outsourcing the candidate management phase to us. We carried out the same process for 2nd stage interviews, leaving the 2 favourite candidates in the final stage whereby HR managed contract negotiation and offer stage themselves. They provided us with very positive feedback having taken the burden off of HR to screen candidates and manage the initial process, whilst they had the facilities to complete the final stages of the process themselves. The role itself had a salary of £70,000 but their total agency fee was £5,000, a fraction of the usual market price.