



Specialist Recruitment Outsourcing

Briefing Sheet 1.4

SRO



SRO is part of the Sovereign Business Group and was born out of an industry demand for an alternative solution to recruitment needs. Many companies now enjoy a more effective and efficient recruitment process, while also remaining in control and reducing their costs per hire.

What is Recruitment Outsourcing?

Recruitment Outsourcing removes the day-to-day burden of administration, overheads and responsibility of performing your own in-house recruitment. It doesn't replace your existing HR function, but compliments HR in satisfying the company's recruitment process in a much more cost effective and timely manner.

Why Outsource?

Many companies took the initiative to employ an in-house recruiter to satisfy their recruitment needs in order to alleviate the pressure from their HR staff. However, for most this has simply increased their cost per hire and reduced quality of service. In addition to this, many also still rely on external agencies – in essence now paying twice for each placement.

Outsourcing removes the cost and the headache of this function while increasing the results and quality of staff provided.

Services Provided by SRO

1. Direct line to account manager
- answered in your company name
2. Manage all agencies
3. Negotiate reduced rates with agencies
4. Develop a recruitment calendar to prepare for upcoming vacancies
5. White-label outsource function
6. Candidate Tracking Service
7. Market Intelligence
8. Salary Surveys across disciplines
9. Candidate Testing Services

Benefit of SRO

- Reduce Cost per Hire
- Reduce Administration
- Reduce Vacancy-To-Fill Time
- Remove Agency Phone Calls
- Remove Agency Negotiations
- Improve Quality of Applicants
- Improve Recruitment Efficiency

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Your Company		SRO	
In-House Recruiter Salary	£22,560	SRO Retainer Fee	£21,600
*Cost per Hire	£28,800	**Cost per Hire	£14,400
		Not Dealing With Agencies	Priceless
Total Cost	£51,360	Total Cost	£36,000
TOTAL SAVING	£15,360	30% saving	

* Based on 12% agency fees @ £24,000 salary for 10 vacancies per annum
 **Based on 6% agency fees @ £24,000 salary for 10 vacancies per annum

About Sovereign Business Resources

Sovereign Business Resources (SBR) is a specialist recruitment agency that has been supporting clients for over 6 years throughout the UK, Europe and Internationally.

We understand that people are the most important asset to any business; thus we work closely with our clients to gain a true understanding of not only the job description and the desired skill-set but also the company culture, character fit and their professional values. Equally for our candidates we understand them as individuals; their key motivational triggers, professional aspirations, who they are and what makes them tick.

This is all done to enable SBR to bring together not only candidates that can successfully fulfil the role but to ensure true longevity of employment with our clients.

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SBR's philosophy is built upon two pillars; Partnership and Integrity.

As a Partner to our clients their best interest is at the forefront of all our efforts - our success as an agency is dependant upon the success and satisfaction of our clients and candidates.

Integrity is what our clients and candidates expect and enjoy when working with SBR. Our relationships are built on trust, loyalty and working transparently – these are all values SBR holds at its very core.

Effective Recruitment Solutions through Partnership & Integrity