

Smart Start

R E C R U I T M E N T

HOW ARE WE DIFFERENT?

At Smart Start Recruitment, we pride ourselves on having a reputation for breaking the mould cast and conformed to by typical recruitment firms.

BREAKING THE MOULD

We offer better value for money

Smart Start Recruitment adopts a different approach to calculating permanent placement charges. Where others use a system of scaled percentages which increase costs dramatically in line with higher value candidate's starting salary, instead we offer a flat rate of 12% of starting salary across all permanent positions.

We give a 12 week money back guarantee* for permanent placements

So confident are we of our service that we will give you a full fee rebate if a candidate leaves, or if you let them go as you feel they are unsuitable, during the first 12 weeks of their employment with you.

We obtain references for all permanent and temporary staff

We take up professional and, when necessary, educational references for all candidates.

We provide CV commentaries

To save you time, we insert a commentary on the candidate as page one of every CV we send you, giving information fundamental to the selection decision.

We carry out unique assessments

We carry out unique assessments of all candidates to ensure that they possess the correct skills and attributes to meet your requirements.

We brief our candidates prior to interview

We brief our candidates prior to interview so that they know exactly what the job entails, so there won't be any misunderstandings about the role. This will save interviewing time, therefore, as you won't be faced with ill-informed applicants who subsequently withdraw because of surprise elements of the role they discover during interview.

We do not have sales targets.

For us, it's not a numbers' game. We know you're busy and we'll strive to ensure that you see appropriate candidates, thereby saving you valuable time interviewing unsuitable candidates.

We do not believe in pushy sales techniques

We won't keep phoning you to check whether you have vacancies.

We implement fully-integrated quality control follow-up procedures

For both temporary and permanent placements we will ask you to comment on our service, as we want to get it right 100% of the time.

* This guarantee is dependent upon clients having complied with Smart Start Recruitment terms of business

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