

Introduction

The Resourcing Hub is a newly established outsourcing business that focuses on providing top quality support for UK based recruitment businesses. Using our leading-edge CRM, access to UK job boards and LinkedIn premium we are keen to provide best in class support to UK businesses who are experiencing the dual challenges of a shortage of talent and an increase in costs. Our services are tailored to every organisation needs by providing a tiered approach to pricing, targeting:

- Central Government
- Local Government
- Construction and Architecture
- Professional Services (Marketing, HR)
- Information Technology
- Oil and Gas/Renewable Energy
- NHS/MH Trusts
- Charitable Sector

By using experienced talent to target, attract and onboard suitable candidates we hope to improve our client's pipeline, cultural fit and retention of staff and have compiled a reporting suite that will enable organisations to track these effectively. For more information email: chris@theresourcing-hub.com

Our offer to Clients

Option 1 - Project Resourcing Solution

Where businesses need a more agile, scalable, and embedded solution we offer a PRS model. This is priced on "per head" basis where our consultants will be engaged by a Recruitment Business on a secondment- type arrangement. Our "hosted" recruiters would have access to the Recruitment Businesses LinkedIn profiles, telephone numbers, company email accounts and branding/marketing. These staff would be:

- An extension of the hierarchy of the Recruitment Business
- Guarantee exclusivity on all candidates (for 6 months)
- Conduct pre-compliance (references, etc) where required
- Have access to Reed/CV Library/Total Jobs/Indeed and LinkedIn Recruiter (RPS) Licences
- Will be versed in every nuance of their adopted business
- Engaged on fulfilment of specific roles/contracts

Price (per head): £xxxx per person, per month

Commission: 20% monthly revenue or fulfilled contract value

Tiered Solutions Package –

Our tiered solutions package is perfect for agencies that operate in candidate short or high volume/low margin verticals. This solution is tailored to agencies that need support in either attracting candidates to fulfill particular contracts or who are looking to grow their footprint/candidate base in a different geography/market.

Tier 1 – 12-month (with options to extend) contract @ £xxxxper month, which includes:

- 2wk Exclusivity on candidates
- Candidate qualified as looking/available Pre-compliance activity (as an add on)
- Access to Reed/CV Library/Total Jobs/Indeed
- LinkedIn Recruiter (RPS) Licenses
- Account Manager
- Bespoke referral fee per candidate (placed)

Tier 2 – 12-month (option to extend 1+1) contract @ Retainer £xxxx per month, which includes:

- 1wk Exclusivity on candidates
- Candidate qualified as looking/available
- Access to Reed/CV Library/Total Jobs/Indeed
- Referral fee of £xxxx per candidate (introduced)

Tier 3 - 12-month (option to extend 1+1) contract @ Retainer £xxxx per month, which includes:

- Non-Exclusivity
- Referral fee of £xxxx per candidate (introduced)

Where candidates are known to both organisations, The Resourcing Hub would still charge an introduction fee where candidates haven't been contacted, either within their agencies standard contact rules (typically 3-5 days) or were dormant on the CRM, whichever is the shortest.

Bespoke Solutions –

Interim/Permanent Recruitment:

A key part of any recruitment drive is the discovery. As a partner to you, we are committed to understanding what the expectations of the relevant service areas are, how services are managed and how we can judge a potential applicants cultural fit. As part of our initial discussions, we would expect to meet with key stakeholders from the service area, management, HR and recruitment functions. These meetings would cover:

- Number of Hires
- Service areas
- Salaries
- Benefits
- Timescales
- Onboarding actions
- Pre-arrival activities
- Relocation (for overseas roles/applicants)

We can then use this as a benchmark for all activities and manage the process, and our progress, by exception, which will reduce the burden on stakeholders throughout (what can be) a lengthy process. To assist us in doing this, we have designed a recruitment package that we feel meets the hiring aims of organisations that operate in candidate short markets.

organisations that wish to engage The Resourcing Hub on permanent recruitment campaigns will enter into separate agreements related to these roles with agreements made regarding:

- KPI's
- Volume of CV's
- Advertising/marketing activity
- Pre-screening/psychometric testing
- Longlist/shortlist activity
- Onboarding activity

This will typically be a percentage fee, negotiated prior to contract signature and will encompass all activity expected under the scope. Fees will be due upon the candidate beginning employment on the agreed start date and invoices will fall due within 30 days of that date. Reg

Commission: 25% of the candidates annual remuneration (when the candidate starts)

Overseas Recruitment Projects:

Our Overseas Recruitment Projects are designed to reduce the burden on stakeholders throughout (what can be) a lengthy process. To assist us in doing this, we can tailor the programme to the specific needs of their hiring organisations, cherry picking elements of the recruitment campaign to outsource. We do this by offering “**Tiered Recruitment Packages**”. Hiring organisations are able to pick a combination of one or all of the below elements:

Sourcing/Advertising

In our experience, candidates will consider a move from the UK to the UAE where there is a strong support network, loads of available information regarding the potential opportunity and resources for them to access as part of any move. As our partner, UAE hiring organisations will have access to:

- Job Boards: Reed/CV Library/Total Jobs/Indeed
- Facilitation of targeted In-person recruitment events in the UK
- Branded stands at sector specific conferences in the UK
- LinkedIn Recruiter (RPS) Licences
- Salesforce CRM: with multiple categories of skilled staff (Education/Healthcare/Construction)
- Personal referral networks

Timescale: 2-4wks (dependant on volume)
Cost: AED XXX per candidate (exc VAT)

Screening/Assessment –

The Resourcing Hub offer a suite of resources that provide a robust and efficient screening and assessment process that will challenge candidates, against the minimum standard, to ensure that hiring managers are only presented with candidates who have the right experience, level of practice and cultural fit to be successful with Newham. We offer:

- Initial screening interviews with competent, experienced recruitment consultants
- Zoom/Teams recordings of candidates answering pre-set practice related questions
- Bespoke written exercises (which can be reviewed prior to interview)
- Scenario-based case studies (which can be reviewed prior to interview)
- Group interviews

We are able to tailor a recruitment process to meet your needs and can incorporate a multitude of steps to ensure that hiring managers are presented with a shortlist of candidates that have the required skillset, motivation and professional capability to meet your needs.

Timescale: 4-6wks (dependant on volume)
Cost: AED XXX per candidate (exc VAT)

Candidates from the UK may not always share the same vocabulary as their counterparts in the UAE and some terminology may need to be challenged as part of the recruitment process. However, with the right training and support, hiring organisations will find that they have hired a cohort of candidates with significant experience in their home countries, increasing capacity within their particular service.

Onboarding/Relocation –

Arguably, the most important part of any overseas recruitment programme is the onboarding, relocation and resettlement of candidates entering the UK. Where candidates are offered a permanent role, they must immediately feel part of the organisation. The Resourcing Hub can assist in this by offering:

Pre-arrival

- Offer management and contractual agreement
- Collating compliance for candidates, including:
 - DBS checks
 - Overseas Police Checks
 - References
 - Right to Work
 - Proof of ID
 - Proof of Qualifications
 - Degree Course Transcripts
 - Regulatory body registration
- Advising on in-country registrations (where required)
- Advising on visa requirements
- Booking initial flights and accommodation
- Facilitating online “keep in touch”/”meet your manager” events

From point of arrival

- Meeting candidates at the airport upon arrival
- accompanying them to their accommodation
- Liaising with letting agencies to help secure suitable permanent accommodation, arranging viewings
- Accompanying candidates to property viewings, liaising with companies conducting reference checks and assisting candidates with letting contracts
- Attend welcome events with the hiring organisation
- Conduct social events for candidate cohorts (strengthening internal/external bonds)
- Open a bank account, obtaining health insurances, purchase a mobile phone, DEWA/Ejari/WI-FI queries, etc
- Booking bank appointments

Timescale: 10-16wks (dependant on SWE)
Cost: AED XXX per candidate (exc VAT)

Bank/NHS - Booking Coordinators:

The Resourcing Hub will support NHS Trusts and recruitment businesses to assist them in fulfilling shifts, either directly via the Recruitment Businesses CRM or via the portal designated by the end client. Booking Teams will be account managed by a UK National who will conduct all direct/face to face candidate/client interactions. The service will include:

- 24hr coverage with a team always on call
- Bookings completed to UK standards
- Pre-compliance activity (where requested)
- Hourly/shift CSV uploads

Following a full scoping/discovery session, we may invite the Recruitment Businesses to provide their own staff to deliver additional training to coordinators to ensure that we are familiar with the systems/platforms. This can either be facilitated online or face-to-face in our offices in Dubai.

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Compliance Onboarding and Maintenance:

The Resourcing Hub will work with Recruitment Businesses to provide basic compliance support, either as part of our tiered offer or as a stand-alone product. Our team will collate, verify, and maintain a candidates compliance profile which includes, but it not limited to:

- CRB checks
- Referencing
- Right to Work
- Proof of ID
- Proof of Qualifications
- Regulatory Bodies (HCPC/SWE/NMC/GMC)

Where this service is engaged, we would provide you with a trained UK national who understands the agency landscape in the UK and is able to undertake compliance to national framework standards. The Resourcing Hub would also assist Recruitment Businesses in undertaking framework audits, where required.

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Timesheet and Payroll:

The Resourcing Hub will support Recruitment Businesses in the collection, collating, submission and payment of all pay, time and expenses via approved methods. Where agencies engage The Resourcing Hub for this solution, we will:

- Engage agency workers to collect hours
- Upload hours to the relevant portal
- Provide remit reports outlining:
 - Approved
 - Rejected
 - Extension Req
 - Missing

Our systems enable us to automate the majority of these processes, ensuring that all hours are accurately monitored, approved and paid directly to umbrella/payroll providers. We can also provide additional services related to umbrella compliance/onboarding checks.

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