

Subscription Model Recruitment Plan:

The Future of Hiring

INTRODUCTION

The traditional recruitment models require companies to pay large upfront fees to agencies. Although this model has been widely used for years, it presents challenges for organisations, particularly cash flow or budget constraints. To address these challenges, we propose a subscription-based recruitment plan, allowing organisations to spread the cost of hiring over 12 months, ensuring smoother financial planning and a more sustainable relationship between recruitment agencies and organisations. R3vamp currently operates the subscription model for several organisations across the UK, with exceptional results. So, we've decided to highlight the models benefits.

SUBSCRIPTION MODEL OVERVIEW

Instead of paying a single, large fee for recruitment services, you enrol in a monthly subscription plan. The total recruitment cost is divided into 12 equal monthly instalments. This helps organisations spread the cost over time.

Recruitment services are tied to an extended guarantee period, ensuring a commitment to finding and retaining the best talent.

As the organisation, you pay less for hiring, whilst guaranteeing retention. Monthly instalments include support services such as onboarding assistance, performance follow-ups, recruitment data, talent management, training, and strategies on EVP and career development programmes for new hires.

BENEFITS OF A SUBSCRIPTION MODEL

Cash Flow Management: By spreading the cost over 12 months, organisations can better manage their budgets and cash flows, avoiding large, one-time payments that could strain their finances.

Predictable Budgeting: Subscription fees provide predictability, allowing your business to forecast hiring costs accurately over the year.

Cost Efficiency: Companies avoid large upfront recruitment fees and can make smaller, manageable payments while still accessing top talent.

Reduced Risk: With an extended guarantee period, the risk of paying a large fee for a hire that does not work out is minimised. This ensures organisations only invest in successful hires. With extended guaranteed / replacement timeframes.

Ongoing Recruitment Services: The monthly subscription model could also bundle additional services (e.g. workforce planning, diversity initiatives & training) beyond just sourcing candidates, offering more value. Put all your talent costings in one manageable place.

Flexibility: You can adjust your subscription plan according to your hiring needs. For instance, you can scale up or down depending on the number of hires required. Any hires left at the end of the year roll-over to the following year.

Talent Pooling: Subscribing to this model gives you continuous access to recruitment support, allowing for efficient and timely hiring when needs arise. Plans are established for year-round hiring, with continuous proactive talent pooling to ensure access to top talent throughout the year. This minimises the downtime between hiring cycles and ensures key roles are filled quickly.

Guarantee Period Extension: The subscription plan offers a six-month guarantee, as opposed to the typical one to three months. If a hire leaves within this period, you will receive a replacement at no additional charge.

Performance Monitoring: As an extended arm to your business, we offer performance check-ins throughout the year, having quarterly review meetings, on top of the briefing meetings.

Onboarding and Training Support: We provide onboarding support as part of the subscription service to increase the chances of retention and long-term success.

PRICING

01 Basic Plan:
2x roles up to £80k = £18,000 annually = £9,000 per placement (circa 15% of annual salary per placement).
£1,500 invoiced monthly.

02 Recruitment Support Plan:
5x roles up to £80k = £36,000 annually = £7,200 per placement (circa 12% of annual salary per placement).
£3,000 invoiced monthly.

03 Talent Partner Plan:
10x roles up to £80k = £60,000 annually = £6,000 per placement (circa 10% of annual salary per placement).
£5,000 invoiced monthly.

04 Talent Team Plan
20x roles up to £80k = £96,000 annually = £4,800 per placement (circa 8% of annual salary per placement).
£8,000 invoiced monthly.

*These prices are a guide, each plan is tailor-made for your requirements. Including number of roles, salaries, locations, etc.

TESTIMONIAL

"I must admit, I was sceptical about the subscription model, paying for a service without knowing if I would need it or if it would provide value. But it absolutely has, we are into our second year now with R3vamp and we could not have grown like we did without them. Not only was the communication throughout the year perfect, providing relevant data at the right times, but they also found us an additional 3 hires from the ongoing talent pooling. We have made significant savings on agency fees and managed to retain more of our staff. Now we work with R3vamp as if they are part of us. Thanks, R3vamp".

CEO, Sales Agency

CONCLUSION

The subscription model for recruitment offers a modern, flexible alternative to traditional, one-time payment systems. By allowing you to pay for hiring services over 12 months, you can manage cash flow more effectively, reduce upfront costs, and mitigate risks associated with short-term hires. You will save on hiring costs, increase retention, gain access to valuable data, and acquire expertise for your organisation in a risk-free capacity.