



HR RECRUITMENT

7-POINT HR RECRUITMENT SYSTEM

CONSULT | SEARCH | SELECT | RETAIN

YOUR CURRENT PROCESS IS OUTDATED

We already know that you can buy job board licences and approach HR people on LinkedIn. You probably already have an internal recruitment team or agencies on a PSL doing this for you. Our **JGA 7- Point HR Recruitment System** operates key strategies; including **inbound 24/7/365** and **1-to-many marketing tactics** which do not rely on outdated and overused job board search methods.



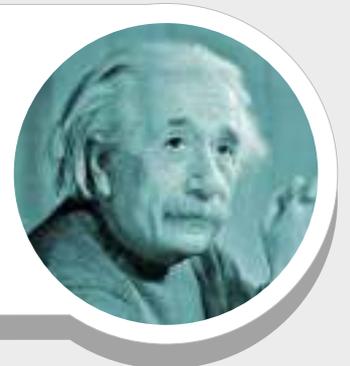
WHY? BECAUSE ONLY 1 IN 18 EMPLOYEES LIST THEMSELVES ON A JOB BOARD!



and they are on job boards for a reason. A job board is a reactive recruiting model that places your business on the back foot. Our **JGA '7-HRR' System** will give you access to the **top 15% of talent in the market**. You can't improve your Quality of Hire (QoH) metrics without quality candidates and we will access this talent for you and provide you with more control over the hiring process allowing you to maximise your ROI.

ARE YOU DEMONSTRATING SIGNS OF INSANITY?

We don't mean to be blunt but are you following the same HR recruitment process again and again and each time expecting a different result? Albert Einstein famously said that this was the first sign of insanity! Stop working with agencies that have no access to the HR skills you need. This process will just leave you hiring HR candidates that you need to replace time and time again.



Instead, engage **fully automated inbound, digital strategies** which deliver you a different calibre of HR candidate. Activate our proven **JGA 7-Point HR Recruitment System** and tell us about your HR recruitment frustrations. Our fees and our guarantees are transparent, and our value-added service is exceptional.

**WHY? WE WANT TO SECURE YOUR NEXT VACANCY...
AND THE NEXT... AND THE ONE AFTER THAT...**



WHAT DOES THE HR CANDIDATE MARKET LOOK LIKE?

IN A COMPETITIVE HR MARKETPLACE, WHY WOULD A CANDIDATE CHOOSE TO WORK FOR YOU?



We know your HR recruitment pain points. For example, it can be a real challenge trying to locate:

L&D professionals with delivery and strategy experience, HR business partners with strategic commercial acumen, Reward specialists with a finance background, Senior executives with REMCO experience, HRIS professionals with specific HR software experience, HR Generalists with specific sector experience, HR Managers with mergers & acquisitions or union skills.

You are restricting yourself to HR candidates available on the open market. **Top performing HR talent is hardly ever active.** They are too busy to respond to adverts or upload a CV on a job board. **The best HR talent, we believe is the 15% that is passive.**

6965

There are 6965 businesses in the UK with over 250000 employees

10.3

Employment within these companies totals 10.3 million

140000

of these, approx. 140000 are members of the CIPD, the professional body for HR and people development

88

Our system can directly access 88% of them

TOP HR TALENT IS ALWAYS IN DEMAND

Failing to attract the candidates that will add real value to your business results in your vacancy remaining open for months, or you lowering your expectations by hiring someone that ultimately will not solve your problem. The net result is you lose valuable time training and recruiting, taking you away from other critical tasks or putting added pressure on your HR team.



Our JGA 7-HR Recruitment System will enable you to attract the best HR talent while simultaneously maximising your return on investment by improving your Quality of Hire, Time-to-Hire and long-term employee Retention metrics.

WHAT IS THE



7-POINT HR RECRUITMENT SYSTEM?

The JGA '7-HRR' System will help you recruit with control and predictability and will provide you with the top 15% of talent available helping you to achieve your business objectives.

Get the best people working for you; not your competitors.

ATTRACT THE TOP 15% OF HR TALENT

The system engages world-class, automated deep talent search processes to attract top HR talent for our clients. It is an advanced system that does not react to the market (i.e. when someone uploads their CV to a job board) but proactively reaches out to the top 15% of people who will make the difference to your company.



The system has an excellent track record in assisting national, global and small businesses to secure the best talent the HR industry can offer. The step-by-step system allows JGA's experienced talent consultants to discover how our clients operate, your company culture, organisational structure and the nuances behind what great candidates look like to you.

Candidates we introduce don't just have the right qualifications and expertise but are aligned with your company values and interconnected to your culture. The net result is candidates feel inspired by your long-term plans; providing you with market leading retention rates for permanent hires.



Experience a recruitment process and outcomes that solve your hiring and retention issues quickly, efficiently and with top talent. To utilise the best aspects of our system, we ask for client exclusivity. We don't believe employers benefit from lots of recruiters racing against each other to fill a position in a contest that rewards speed over quality. This type of process results in poor quality hiring decisions.



We want your brand and ours to be associated with success, not failure.

"A person who never made a mistake, **never tried anything new**"

ALBERT EINSTEIN

A CHANGE CAN DO YOU GOOD...



- Save time not interviewing unsuitable HR candidates
- Streamline your HR recruitment and interview process
- Engage the **JGA 7-Point HR Recruitment System**
- Recruit top 15% of HR talent
- Mitigate your recruitment risk
- Engage JGA consultants with 90+ years HR expertise
- Maximise your ROI and improve HR candidate retention
- Expect a value-added HR client service



TO ACHIEVE EXCELLENT ROI, YOU NEED...

- HR subject matter expertise. HR is legislatively complex, costs associated with hiring the wrong HR person can far outweigh those associated with recruitment
- A HR recruitment partner who understands your requirements. The sector, pay frequency, system and HR size are all factors that require a unique set of skills.
- Proven HR Candidate Mapping Expertise. We know exactly how big the market is and where these candidates are based. This means we know how to can provide maximum visibility of your opportunity.

YOU ALSO NEED...

- A consultative, transparent, honest and knowledgeable HR talent consultant. On average, per consultant, we possess over 10 years HR recruitment expertise so we know how to provide solutions to HR candidate attraction strategies.
- A proven, integrated-and-systematic HR recruitment process. Our system meets the needs of all candidates, hiring managers, and recruiters. We will strive to serve as a trusted HR partner and will also keep you abreast of current HR market insights and trends.



WE RECRUIT ACROSS ALL AREAS OF HR

- Employee Relations
- Employment Law
- Health & Safety
- Industrial Relations
- Payroll & Pensions
- Reward
- Resourcing
- HR Strategy
- Org. Development
- Training
- L & D
- HRIS Systems
- HR Analytics
- Global HR
- HRBP
- HR Projects Mgmt
- Policy Development
- REMCO



7-POINT PRECISION RECRUITMENT SYSTEM

"A **clever** person solves a problem, a **wise** person avoids it."

ALBERT EINSTEIN



VS. TRADITIONAL HR RECRUITMENT METHODS

POOR SERVICE?

- Poor quality service from PSL suppliers
- Too many CV's short of expectations
- Poor calibre interviews and hires
- Loss of candidates due to counter offers
- Poor ROI due to poor retention
- Offering multi-channel talent pools
- We promote your employee brand & benefits
- Access to multiple talent pools
- Delivers excellent recruitment ROI
- Unrivalled acceptance and retention rates
- Utilises the latest technology and techniques

LACK OF QUALITY?

- Over-reliance on outdated recruitment methods
- Supplier has no pre-selection process
- Focus on quantity over quality
- Can't attract talent in challenging locations Purely skills based assessment of candidates
- Attracts talent only from active candidate pools
- Utilises the latest technology and techniques
- Inbound 24/7/365 strategies to reach passive talent anywhere in the UK
- Access over 88% of available HR talent
- Value-add candidate selection scoring
- Excludes the poor performing talent

LACK OF KNOWLEDGE?

- Only accesses databases and job boards
- Culture fit is overlooked or undervalued
- Unable to assess core HR skills
- Lack of market knowledge results in poor calibre applicants
- Engage specific deep-dive search strategies Locates Talent not available on job boards
- Access a niche network of HR talent
- Utilise latest HR testing procedures
- Get a shortlist aligned to cultures & values

COST TOO HIGH?

- Recruitment costs not focused on ROI
- High fees for outdated 'CV factory' services
- Inability to engage top 15% of marketing talent
- You pay twice when candidates leave
- Lack of market knowledge results in poor calibre applicants
- Measured performance based on retention
- Lots of poor CV's, low ROI and high attrition
- Multi-channel engagement strategies
- Respected authority in the HR market
- Access 88% of HR candidates in the UK market

TOO RISKY?

- Access only the "available" marketing candidates
- Poor hiring results in poor performance or HMRC fines
- Higher risk of attrition
- Not interconnected with company culture
- Access candidates motivated by the intrinsic value of the job and not just by pay.
- Substantially derisk the recruitment process
- Regain control
- Maximise ROI



7-POINT HR RECRUITMENT SYSTEM

Traditional search methods like job board CV searching, LinkedIn and PSL's encourage low- quality talent results because they fail to access candidates in the passive, hidden market. By doing something different, you can tap into the passive market providing you with more candidate options, fewer duplicates and higher quality HR talent.



DEFINE SUCCESS & ASSESS REQUIREMENTS

A 20-minute "HR ignition call" with us will save time in your recruitment process. We will define, identify and attract the highest quality HR talent that meets the needs of your business and improves your Quality of Hire (QoH) metrics. To do this, we aim to unleash the power of your employer brand, position you as an employer of choice and establish longer-term career potential.

1

ATTRACTION & AUTHORITY

Our 7-Point HR Recruitment System utilises the latest technology and recruitment techniques including inbound 24/7/365 and one-to-many digital marketing processes to build authority and develop social engagement that provides our clients with a direct pipeline to the best 15% of passive, high demand HR talent available.



2



ENGAGING & ASSESSING TALENT

We provide regular valuable content and continuous and consistent communication to the HR industry that builds and establishes authority in the HR marketplace, earning the trust of top passive HR talent, ready for us to nurture, engage and motivate for your opportunity.

3

VALUES & SKILLS BASED SELECTION

We assess the best predictors of success. We test for HR skills and utilise our industry expertise to predict long-term HR recruitment success. We narrow down and secure the top 15% of HR talent for you and only then do we deepen the sourcing process by aligning candidates with your company values. We subsequently present profiles with each CV to help you shortlist interviews.



4



ACQUISITION

Negotiating & Closing Offers. We will recommend a remuneration package that will attract and retain the right individual for your HR team. This will drastically improve long-term retention and mitigate risks associated with counter offers. Meanwhile, our precision recruitment system will ensure candidates are intrinsically linked to your brand and the career opportunity. We keep HR candidates engaged, motivated and informed throughout the entire hiring process.

5

ONBOARDING

Onboarding is a critical stage. Ensure sufficient mentoring is available so candidates feel part of the company as this improves commitment and will be rewarded by the efforts the new hire gives back in return. It's win-win. We support your onboarding programme by performing 1, 2 and 3-month phone check-ins with you and the HR candidate to ensure the placement progresses well. Best-in-class onboarding sees a **91% employee retention rate**, vs. **31% retention for companies with substandard onboarding** (source: Strategic Onboarding: A New Look at New Hires).



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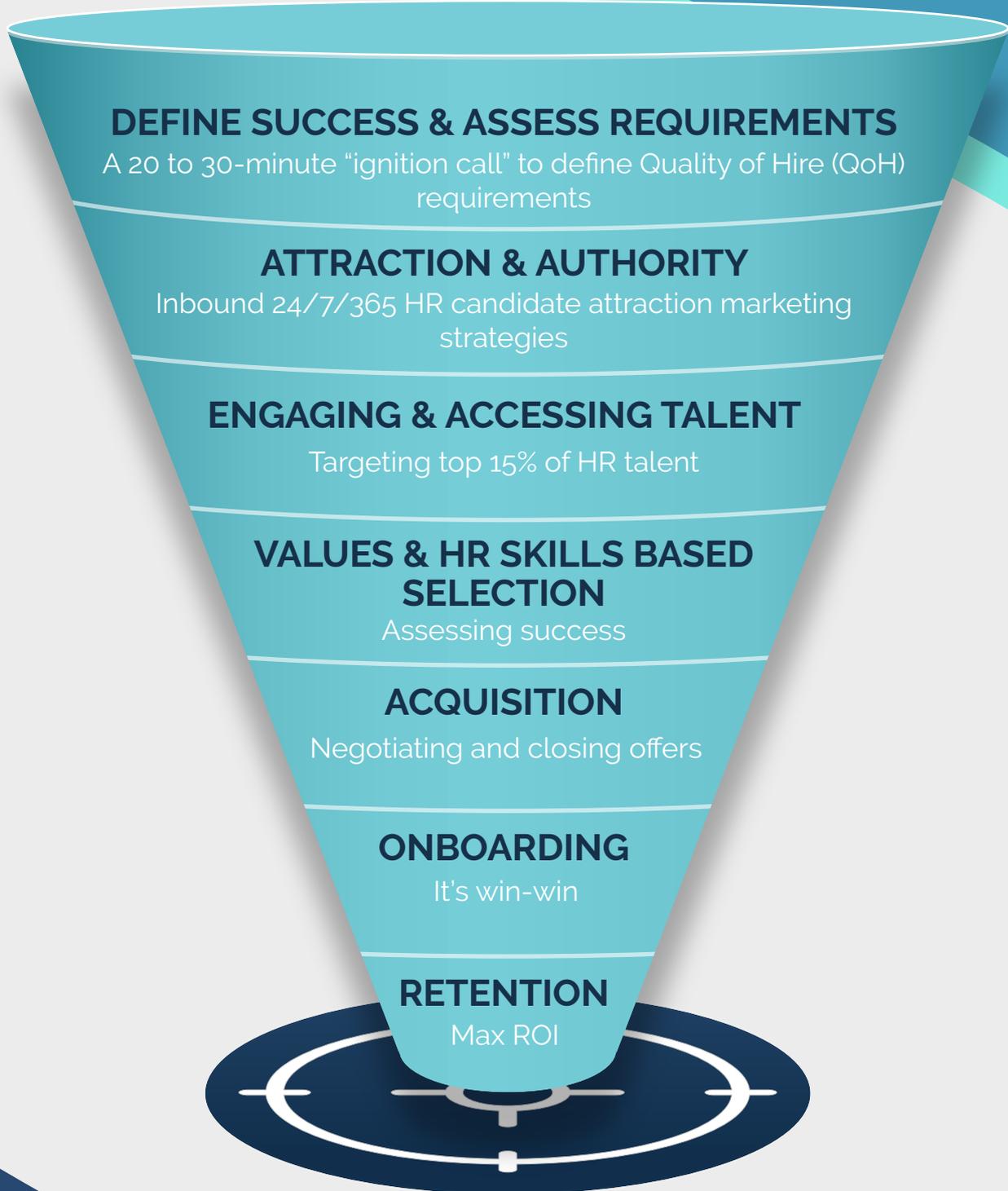
RETENTION

Our system helps clients to attract and hire the top 15% of HR talent. These are candidates motivated by the intrinsic value of the job rather than just by pay which derisks the recruitment process and maximises ROI. When the system is applied over a sustained time, it delivers market leading retention rates reducing overall hiring costs.

7



7-POINT HR RECRUITMENT SYSTEM



The **JGA 7-Point HR Recruitment System** will ensure you are recruiting the best available and most suited HR talent into your company - without the guesswork. By using a proven HR recruitment system and process, you will be able to find more time to concentrate on other critical tasks that can help develop or benefit your HR department.

NEXT STEPS...

"We cannot solve our problems with the same thinking we used when we created them"

ALBERT EINSTEIN



BOOK IN A CALL TODAY

AND DISCOVER HOW THE JGA 7 POINT PRECISION RECRUITMENT SYSTEM WILL...:

- Allow you to attract the top 15% of HR talent available
- Substantially derisk your HR recruitment process
- Shorten your time-to-fill metrics for HR related vacancies
- Improve your HR hire retention metrics, saving you time and money
- Add value to your HR department by maximising return on your investment

HOW TO ACCESS OUR



7-POINT PRECISION RECRUITMENT SYSTEM

EXCLUSIVE CONTINGENT:

We will utilise our **JGA 7-HRR System** including 24/7/365 and one-to-many digital inbound HR strategies to target the **top 15% of HR talent** to meet your needs. Direct hire fees are within the market average of 18-25% of the first-year remuneration. FTC charges are the same but pro rata for the length of the contract.

Risk-free to you! As there is no guarantee of a placement being made, you will only be invoiced if a candidate provided by JGA Recruitment starts employment with you.



RETAINED

Search is led and managed by a Senior HR Recruiter who possesses at least ten years' HR recruitment experience. Search processes utilise the same **JGA 7-HRR System** as our exclusive contingency plan, but with **increased investment** knowing you have invested in the HR recruitment process from the outset. An engagement fee is applied against a final placement fee. This is 1/3rd of our agreed fee paid up front (20-25% of the first-year remuneration). The remaining 2/3rds of the fee are **only billed once a successful placement is made.**



CONTACT US TODAY