

## RECRUITMENT ENGAGEMENT MODELS

### PERMANENT PLACEMENTS

**Is RPO right for you?** We have prepared the information below for you to help you decide. Benchmark RPO offers four different recruitment models, and the information below should help you to decide which of our models best fit your needs.

MODEL	DESCRIPTION	ADVANTAGES	DISADVANTAGES
CONTINGENCY	Contingency search firms are only paid once you hire a candidate we have presented to you. Thus, our pay is <i>contingent</i> on selecting candidates to fill positions as quickly and efficiently as possible	You only pay for recruiting services if a placement is made. You have no risk, and you share in the profits.	Costs are high compared to other models. We often work on requirements that clients are not committed to filling, so recruiters are wary of clients that don't close deals. Priority is given to Retained or Contained searches as the client has proven their commitment in both cases.
RETAINED	Working on a retained basis means we will charge an upfront fee to conduct a search. We will operate on an exclusive basis meaning the job will only be filled through our company.	Costs are usually 30-50% less than margin recruiting. Retained searches are given priority status. Recruiter is fully committed to making closures.	If your requirement is not closeable, if the skill sets are too rare, or if the pay is not high enough, you will have to pay us regardless of if you make a hire or not. You should not use this option if you are not 100% sure that qualified candidates can be found.
CONTAINED	Benchmark RPO's exclusive CON-TAINED model is a hybrid of CONTingency and reTAINED recruiting, where we CONTAIN your costs and our risk. You send us the requirement that you want us to work, and within 2 days we will let you know if we accept the requirement or not (90% are accepted). At that point, rather than the full retainer, you pay us only 15% of our fee. If we submit at least two fully qualified candidates, we retain the 15%, and the remaining 85% is contingent on you filling the requirement. We will continue to search for and submit qualified candidates as requested.	Costs are similar to Retained searches, yet you greatly lower your financial risk. Recruiters are more dedicated (than contingency recruiters) to making a placement since you showed your commitment by paying us the 15% retainer.	Contained searches suffer the same disadvantages of a normal Retained search, except that your risk is greatly mitigated since your retainer is only 15%. Also, we are first required to prove ourselves before you commit to the retainer.
RPO	You rent a recruiter, short or long term. They work in our office, managed by us, but reporting to you. They do any and all recruiting tasks that you ask them to do.	Costs are very low, 50% or more savings off of your in-house recruiters. We supply all infrastructure, tools and training needed. You control the process. You manage your recruiters. They act as any recruiter in your office would act.	You incur a small monthly expense, whether placements are made or not.

[For Contract Recruitment Engagement Models click Here](#)