

# RECRUITMENT SERVICES



## On-Demand Recruitment - When You Need It

Are there times when your recruitment team struggles to handle peaks in volume or specialised projects? Do you find sourcing talent for hard to fill roles takes up too much of your time?

Orchard's branded recruitment neatly dovetails into your existing careers function to seamlessly extend and augment your team.

### Employer Branded Recruitment

*Do you want to be able to handle all recruitment under your own brand, even when your internal team can't handle the hiring workload?*

Our recruitment professionals become an extension of your current team – we work under your brand, with your workflows. All recruitment activities are done under your organisation's name, boosting your employer brand and standing within the market for talent.

We give you a boost and the scale to flex up without engaging and training short term contractors or working with expensive recruitment agencies.

### Turn On / Turn Off Services

*Do you want to be able to utilise external recruitment specialists who understand your requirements and know your processes, but only pay for the service as you use it?*

We build and staff our service to support your team to manage seasonal requirements, specific projects and one-off events, as well as your business-as-usual recruitment needs. You can turn on or off our scalable services at any time and we charge on a pay per hire basis.

### Recruitment Technology Solution

*Would you like to have access to world leading recruitment technology without having to make expensive financial investments?*

Our service is underpinned and enabled by a complete technology solution, with your own Applicant Tracking System (ATS), and you can get the benefits of these leading technologies as part of our ongoing service.

### Recruitment Projects

*Are you frustrated with your ability to handle recruitment projects for new businesses, new locations, acquisitions or mergers, or project staffing?*

Our experienced recruitment specialists can provide a full hiring service for mass hiring, specialised talent searches, business transformation requirements, or short term specialist hires for your business projects.

We provide end to end service delivery including full project management, stakeholder reporting, candidate sourcing, interview management and hiring manager engagement.

### Advanced Candidate Sourcing

*Do you see the same set of candidates time and time again with the same set of CVs with nothing that sets them apart?*

Our advanced candidate sourcing techniques and technologies use effective advertising, proactive search, employee referrals, candidate pipelines, online branded presence and social media to attract the best possible passive and active candidates for your roles.

### No-Surprises Fee Structure

*Are you fed up with agencies that deliver commodity recruitment services but want a huge fee every time they are engaged?*

We use a flexible model that provides recruitment services using your brand and your processes and a no-surprises fee structure.

## Great People, Smart Business

HR as a Service

Talent Management

Career Centres

Recruitment

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