

Empty Desks Cost Money



Sick of Recruiters costing the earth and delivering sub-par results?

Imagine having an internal talent specialist tasked with finding and engaging the best talent for **your company**.

Imagine that you didn't have to **employ** that person...



A Comprehensive Talent Solution For Your Businesses

- ✓ Get rid of high fees and get **better employees**
- ✓ A dedicated talent consultant on-site, and only when you need them
- ✓ Radically improve your time to hire
- ✓ **Streamline** and improve your hiring process
- ✓ Increase the **reputation** of your employment brand in the market

Call or email us today to discuss how we can do for you what we've done for our other partners; reduce spending and deliver better people.

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thinking recruitment

We aren't all things to all people. Mercuras aims to develop deep domain knowledge and close partnership with our clients.

What can we do?

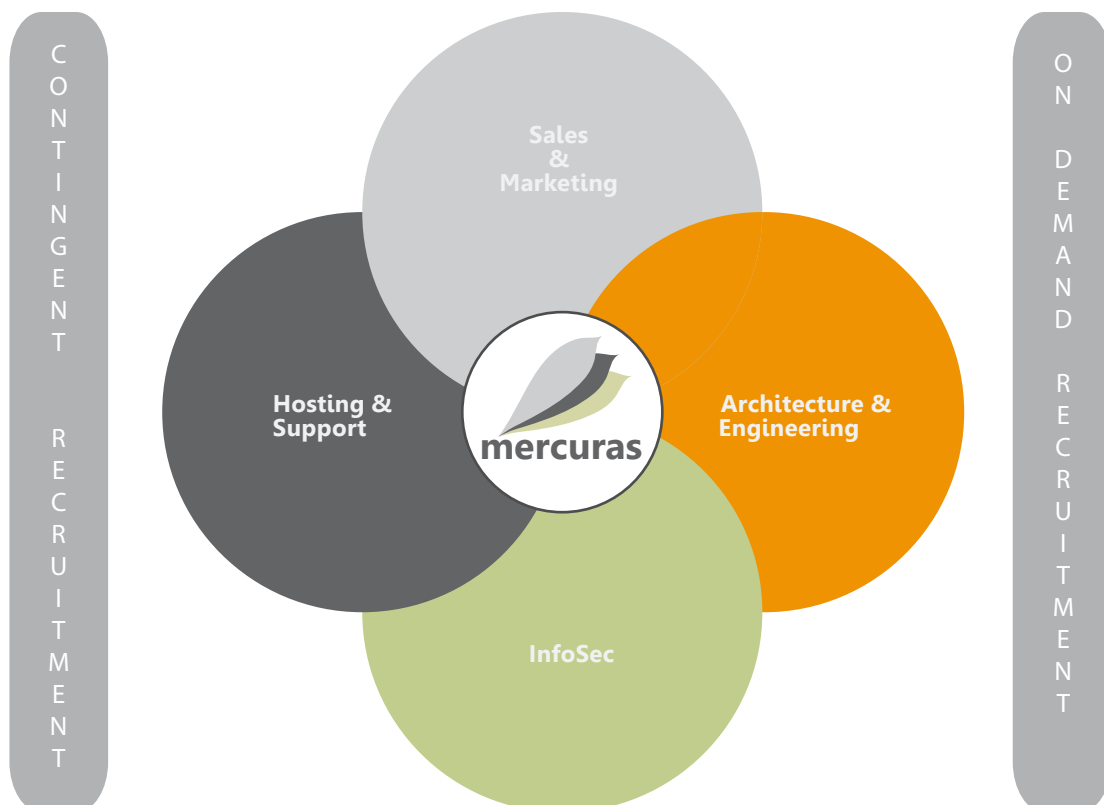
What We Do |

Mercuras covers several key interrelated domains; Information Security, Hosting & Elastic Computing, Support, Engineering & Architecture, and Sales & Marketing functions.

We offer two approaches;

A traditional recruitment model where we pair process expertise with deep functional knowledge to bring the best talent to your organisation.

We also offer an On Demand Recruitment approach. Previously available only to the largest enterprises, we function as an 'on-demand internal recruiter' geared toward small-to-medium businesses. A consultant frees your staff to focus on their job, and being experts in recruitment, ensures you get the best people and a much better ROI at a much lower cost than traditional agency recruitment.





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You plan to expand your head count shortly. You don't have the capacity for rapid, capable recruitment, and agency fees are too high.
What do you do?

The Problem |

Imagine if you were able to have the **best** talent available for your company pursued and engaged for **every vacancy**. Imagine your processes could be engineered so that the best people were a lot more likely to join your company. Imagine if you had access to talent market insights and trends to which normally only the largest of enterprises are privy.

Having a talent specialist on-site as a permanent employee is a boon to your recruitment process; reduction in the time-to-fill of roles, better employer branding, an improved candidate experience, a reduction in man-hours spent by managers and HR staff, and of course lower costs per hire. But the requirement for extra headcount can be prohibitive, and the reach of internals is very limited. The other option, an agreement with a traditional RPO agency, is typically superfluous as the volume for hiring just isn't there to justify the commitment.

Relative Performance |



- Cost Per Hire - Mercuras Group ODR: \$12k
- Cost Per Hire - Traditional Agency: \$21K

- Man-hours Required by your staff - Mercuras Group RPO: 2.5 hours
- Man-hours Required by your staff - Traditional Agency: 9 hours

* Based on normal operations taking one \$140K hire per month with agency rate of 15%. More rapid hiring translates to greater savings.

§ A small retainer is required to ensure background processes are maintained, and to cover incidental costs incurred.

The Solution |

Mercuras offers an On-Demand Recruitment (ODR) service geared toward mid-enterprise. We give your company the benefits of specialised talent services **on demand** without the associated costs of additional head count.

We spend regular time onsite getting to know **your company**, and the requirements for each role in granular detail, and the people and culture that exist today.

We then look at where we can improve the talent functions within your organisation, and streamline your processes, and help you find (and keep) the right people.

So better talent, engaged more professionally, and improved time-to-fill speeds all at a lower Total Cost to Hire (TCH), leaving you with **better** employees and more money in the bank

We Can Reduce Your Recruitment Spend |

By leveraging our smart financial model and our expertise, we are able to deliver the skill-sets **you** need that will slot into your existing structure with precision and elegance each time, all while saving you money. Contact us now to arrange a time to talk to us and reduce **your** hiring costs without compromising your growth.

Our consultants work with a fixed number of organisations, with the goal to gain an acute **understanding** about what you do, and the type of people that would offer value to **your** company. Dramatically lower total cost, and a deeper understanding means **you'll** be getting a much better ROI on your hiring spend, and much better people.