

Announcement of an additional service from Acorn Recruitment (South West) Limited

Skills Provision

What is it?

We are getting an increased number of enquiries for higher level jobs with specific skill requirements. This calls for a more detailed, analytical and longer term approach to finding these skills from abroad as there is still a skills shortage in many industries in this country.

Skills Provision will only be available for jobs paying £30,000 pa or the hourly equivalent.

The Process

1. A detailed job description will be evolved with the client by **Skills Provision**, this may take minutes or days depending on whether the client really knows what they want. This is usually an iterative process between the client and **Skills Provision**.
2. Once agreed the job description is signed off by both parties and the deposit mentioned in 3 below is payable, preferably by BACS to **Skills Provision**
3. Fees are 20% of the first years salary so in the case of a £30,000 job this is £6,000 payable as follows
 - 20% on signing of the terms, this is non refundable as it will be invested in the search and find process on seeking candidates from Overseas markets. Being candid, this is to stop timewasters!
 - 30% is paid once the candidate has been identified and the Client has agreed to recruit that person and contracts have been agreed/signed. This is non refundable after payment unless the Employee has made a false disclosure during the process. It is refundable if the Employee fails to come to the UK.
 - 50% is paid 6 weeks after the candidate starts work. This is a 50% increase in the buffer time usually provided in recruitment and the aim is to get acceptance sign off within one month.

Incentives

The scale above relates to 1 or 2 placements for 3-5 placements the fees will be reduced to 15%. Clients need to recognise that fees will be shared with overseas agents and hence represent very good value for money.

Success

The key to success is the client identifying the skills required. We can help but we can't do it for the client