



Recruitment Services

Why outsource your recruitment?

In today's candidate-driven market, good talent is harder than ever to come by. In 2021 top candidates were only available for ten days before being hired. What's more, passive job seekers actually account for more than 73% of all candidates, and an experienced recruitment consultant will be adept at sourcing candidates using their networks and proactive search techniques.

Using a good recruitment partner can save you time and money. At Hunter Adams we're HR people hiring HR people, and we have a strong pipeline of competency-assessed candidates we're able to tap into before we even have to consider putting something out to the open market.

In 2021, 45% of employers said they couldn't find the workers with the skills they needed*

Our unique offering

Our talented team of recruiters work with our signature speed and efficiency to meet and exceed clients' needs. Our experienced team are experts at working with our clients to design and deliver recruitment processes. We're confident that this, combined with the fact we're led by our clients and not by commission, gives us the edge over our competitors.

We'll deliver your recruitment through the solution that works best for you.

- We can deliver **as an external partner** - running a search or advertised campaign and utilising our extensive networks to reach the best candidates in the market. We offer competitive rates on retained and contingent hiring.
- Alternatively we can dedicate one of our experienced recruiters to work with you **as an inhouse resource**, providing short-term support on a competitive day-rate to cover hiring peaks – building your direct hiring capabilities, avoiding agency fees and enhancing your internal processes.

What sets us apart?

Our speed of turnaround

We solve your challenges without compromising on quality of service.

We only engage in projects we can complete

We engage fully with you to understand your problem and objective and then offer the best solution.

Our commercial awareness

We can offer alternative solutions if they would be more cost effective or commercial for your organisation.

Our non-commission based team

We're working to achieve your business objectives, not to hit a target.

Our market knowledge

With our 70 years' combined team experience, there aren't many challenges that we have not seen and solved!

Our flexibility

With fully remote working in place and a UK-wide network when on-site solutions are called for, we can work with you wherever you, your offices or teams are based.

* *smallbizgenius.net, 2021*

Our standard rates

Scales of Fees for Permanent Placements:

For salaries of up to £49,999	18%
For salaries between £50,000 and £79,999	20%
For salaries of £80,000 and over	25%

For dedicated in-house support we charge a competitive day rate.

Don't just take our word for it...



The team at Hunter Adams took the time to speak to a wide range of key stakeholders to fully understand the complexities of our organisation and the particular skill sets and personal attributes that the successful candidate would need to possess. The time invested in truly understanding our organisation and creating a detailed recruitment plan meant that the search process was tailored perfectly to our needs and culminated in a great appointment. I am delighted with the outcome.

My thanks to Eilidh for all her help and for the interim support she was able to organise during the intervening period. It was great knowing that there was an expert waiting at the end of the line if I needed advice during the process and I appreciated the Hunter Adams interim consultant's insights and recommendations.

Chris Denton, Chief Executive, St Martin-in-the-Fields



We selected Hunter Adams to assist us with recruitment to a key HR post. From the outset, their service was warm, professional, and expert. The process was seamless and when problems arose they quickly found solutions. I would definitely recommend them, and will use them again should the need arise.

Susan McIntosh, Director of Finance and Commercial, Edinburgh International Festival

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