

## Hybrid Recruitment

Our Hybrid Recruitment service is designed to offer substantial savings on the permanent recruitment option with only a small initial investment.

Our Hybrid Recruitment service includes the following:

- Initial consultation to assess role requirements
- Database search and online advertising (additional cost for print media)
- Referral of short-listed applicants – CV and candidate profile
- Scheduling of interviews
- Documented employment reference checks (if requested)
- Full range of psychometric assessments can be arranged (additional cost)

### Fee Structure

#### Initial investment

\$500

#### Balance due on successful candidate placement

6% of salary package excluding superannuation

All fees exclude GST.

#### Terms and Conditions for Hybrid Recruitment Service

- Invoices:** Initial investment due on commencement of service, balance payable on commencement of successful applicant. Please note, if the initial invoice is not paid within terms we will revert to our Permanent Recruitment service and related terms and conditions.
- Duration:** Candidate sourcing and presentation will commence on receipt of initial investment and continue until position is filled, cancelled by client or for a period of 30 days, whichever occurs earlier.
- Referrals:** Full fee will be charged if a client engages with a candidate as a result of our verbal or written referral or a candidate is employed within 12 months of the initial referral. Referred candidates must not be forwarded to a third party without the express permission of People in Focus and the candidate.
- Acceptance:** Engagement of the services of People in Focus will be deemed as acceptance of these Terms and Conditions. Please refer to our website for the current version of our fees and Terms and Conditions.