

## Case Study One<sup>◇</sup>

### Recruitment (No Longer) As Usual

A global IT Security firm with a local presence of ~160 people in Australia had been hiring 4-7 people per quarter for the past 8 years. They had to go external to recruitment organisations about a third of the time – best guess as they didn't keep records. Their average spend on recruitment was in the vicinity of \$20,000.

About two people per Quarter at \$20,000 each translates to \$160,000 per year under the contingent recruitment model.

The On Demand Acquisition service is priced at \$2,000 per month equating to \$24,000 annually.

At 8% ODA rates, each placement was then \$10,800 equating to \$86,400 for the years' placements, putting the total at \$110,400 total annual costs for recruitment.

On top of this, a headcount increase of one person to facilitate the talent acquisition was no longer required, saving an estimated \$80,000 per year plus associated costs.

Due to the streamlining of the recruitment process, a lot less time was also required by hiring managers and by HR in the preparatory phase and interviewing processes, freeing up their time (approx. 8 man-hours per placement).

The Employer Branding of the organisation was dramatically improved due to process improvement and the economies of scale enjoyed by leveraging the Mercuras ODA program to increase social profile of the organisation.

#### **generic<sup>¥</sup>** **Contingent Recruitment**

Recruitment Costs PA  
\$160,000

Talent Specialist Salary  
\$80,000 PA

Total Cost Of Recruitment PA  
**\$240,000 PA**

#### **mercuras** **On Demand Acquisition**

Talent Management PA  
\$24,000

Recruitment Costs  
\$86,400 PA

Total Cost Of Recruitment PA  
**\$110,400 PA**