

Stage	Element	Essentials	Premium	Elite
		20% Of Remuneration 0% On Commencement 100% On Completion 12 Week Rebate	18% Of Salary 10% On Commencement 90% On Completion 13 Week Replacement	15% Of Package 30% On Sign Off 70% On Completion 26 Week Replacement
Discovery	Virtual Discovery Session	●	●	●
Engagement	Agree Terms	●	●	●
	Proposal Sign Off	●	●	●
	In-depth F2F or Virtual Deep Dive Consultation	●	●	●
	Market Mapping & Analytics	●	●	●
Attraction	Remuneration & Reward	● (Advice)	● (Advice)	● (Report)
	Write Role/Job Description	●	●	●
	Take candidate briefing information	●	●	●
	Produce Candidate Pack (Standard) (Bespoke)	●	● (Standard)	● (Bespoke)
	Produce PQQs	●	●	●
	Create advertising copy	●	●	●
	Agree Targeted Outreach	●	●	●
Sourcing	CRM Search & Engagement	●	●	●
	Website Advertising	●	●	●
	Client Careers page &/or advertising	●	●	●
	Online Advertising	● (Limited)	● (Limited)	●
	Premium/Featured Online Advertising	●	●	●
	Offline advertising	●	●	●
	Focused Networking	●	●	●
	Online Search	●	●	●
Targeted Search/Headhunt	●	●	●	
Application, Screening & Vetting	CV Submission & Covering letter	●	●	●
	Visual CV Screen	●	●	●
	Telephone pre-screen	●	●	●
	1:1 Competency Based Interviewing	●	● (Basic)	●
	Candidate Video Profiling	●	●	●
	Pre application pack	●	●	●
	Pre application discussion	●	●	●
	Candidate PQQ Process	●	● (Manual)	● (Manual)
	1:1 Candidate longlist engagement	●	●	●
	Candidate rejection feedback reports	●	●	●
	Candidate exclusivity (new candidates only)	●	●	●
Testing, Assessment & Qualification	Testing / Profiling /Assessment	●	● (Additional Cost)	●
	Qualification Verification	●	● (Additional Cost)	●
	Personal/Public Social Media Checks	●	● (Additional Cost)	●
	Referencing & Career Gap checks	●	● (Additional Cost)	●
Client Interviews & Engagement	Shortlist briefing	●	●	●
	Compilation of candidate shortlist pack	●	●	●
	In-depth shortlist meeting/briefing	●	●	●
	Supported interview arrangement	●	●	●
	Client Interview 1:1 or other as typical	●	●	●
	1:1 Candidate pre-interview briefing	●	● (Basic)	●
	Panel interview engagement	●	●	●
Personal 1:1 candidate feedback	●	●	●	
Assignment Completion	Project Conclusion debrief meeting, projects analytics debrief	●	●	●
Q&A Process	Offer management	●	●	●
	Salary/Package Negotiation	●	●	●
	Resignation Management	●	●	●
Post Start Support	Week one check in candidate / client	●	●	●
	Month one check in candidate/client	●	●	●

## High-volume hiring. Smarter costs. Lower risk.

Traditional recruitment fees can make large or repeat hiring expensive and unpredictable. The **Pivt Subscription Model** is designed to give businesses a better way to scale, delivering a premium recruitment partnership while spreading costs evenly throughout the year.

Instead of paying per placement, you gain unlimited access to our **Premium Permanent hiring solution** on a flat monthly fee structure, giving you predictability, budget control and a sustainable hiring pipeline. Our team operates as an extension of your internal function, reducing time-to-hire and improving candidate quality while keeping total costs significantly lower.

## Why businesses choose Pivt Subscription Hiring?

### Lower cost per hire

From six hires over six months, our subscription model reduces your average fee to as little as 10%, delivering substantial savings across high-volume or ongoing recruitment.

### Predictable recruitment spend

Evenly spread monthly costs remove budget spikes and financial uncertainty, making workforce growth easier to plan and justify.

### Reduced hiring risk

You receive the full depth of Pivt's Premium process, including structured screening, vetting, assessment and post-start support, improving retention and performance outcomes.

### Faster hiring through ready-made talent pipelines

We build and maintain active talent pools for your priority roles, ensuring higher shortlist quality and reduced vacancy time.

### A true partnership, not a transactional supplier

We integrate with your internal talent team, support workforce planning and help you forecast upcoming hiring needs across the year.

## Is this model right for your organisation?

The Pivt Subscription Model is ideal for businesses that:

- Hire regularly or across multiple departments
- Want closer alignment between hiring and workforce planning
- Need to improve candidate quality and retention
- Want predictable, scalable recruitment costs

### Annual Hiring Volume

### Monthly Subscription Rate

6 - 12 roles per year	14%
13 - 24 roles per year	12%
25+ roles per year	10%

We offer a **free consultation** to review your hiring volumes, growth plans and skills requirements, and assess how subscription hiring could support your objectives.

- ✔ Multiple hires.
- ✔ Premium delivery.
- ✔ Lower overall cost.

A game-changing way to manage recruitment budgets without compromising on quality.

BOOK A CALL

[www.pivtgroup.com](http://www.pivtgroup.com)