




From  military success,

to  business impact

Talent Partnership Solutions and Pricing Guide



About Pivt Group

Pivt is a specialist recruitment and workforce solutions partner focused exclusively on veterans, service leavers and the wider military community.

We help businesses across operations, engineering, logistics, construction, infrastructure, manufacturing, security, energy and leadership functions access highly capable talent with proven experience in high-performance environments.

Unlike traditional recruitment agencies, Pivt understands how military experience translates into commercial value. Every candidate we represent is assessed, vetted and aligned not only to the technical requirements of a role, but also to the culture, pace and operational demands of the business.

Our approach combines recruitment expertise with workforce planning, talent pipeline development and veteran transition support, enabling clients to build stronger, more resilient teams while also delivering measurable commercial and social value outcomes.

Whether supporting a single hire, building an operational team, or delivering a long-term workforce strategy, Pivt provides a professional, transparent and partnership-led service focused on quality, speed and long-term success.

The Hidden Savings of Hiring Veterans

Under the UK Government Veterans National Insurance Contributions Relief scheme, employers pay 0% employer National Insurance contributions on qualifying veterans' earnings up to £50,270 during their first 12 months of civilian employment.

This creates a substantial direct saving for businesses hiring from the veteran talent pool, while also benefiting from highly trained, operationally experienced employees.

Estimated Employer NI Savings Per Hire

Salary	Estimated Employer NI Saving
£30,000	£4,500
£35,000	£5,250
£40,000	£6,000
£45,000	£6,750
£52,270 (capped)	£7,540

Example Business Impact

Number of Veteran Hires	Average Salary	Estimated Total NI Saving
5	£45,000	£33,750
10	£45,000	£67,500
20	£45,000	£135,000

Pivt supports clients with guidance around the Veterans NI Relief process, helping businesses understand eligibility and implement the savings correctly as part of their recruitment strategy.

One-Off Placements

Our contingency and committed placement models give you access to the Pivt talent services and talent pool on a per hire basis with no monthly commitment

	Standard	Committed
Fee Structure	17% of salary	13% of salary
Upfront commitment per role	None	£500-£1,000*
Candidate CV and profile sourcing	Yes	Yes
Role specific profile	Yes	Yes
90-day replacement guarantee	Yes	Yes
Veterans NI guidance	Yes	Yes
Saving vs Standard		26.6% more cost effective
Example Cost (£50,000 salary)	£8,500	£6,500

*Upfront committed fee is credited in full against the final placement invoice

Workforce Plan Partnership

For businesses with a strategic, long-term commitment to hiring from the military community, our Workforce Plan Partnership is the most cost-effective and impactful model available.

What is included

- 12-month strategic workforce planning partnership, built around your specific headcount targets.
- Direct military pipeline recruitment, targeting candidates at the point of service leaving.
- Pre-employment training and assessments completed prior to start date, candidates are day one ready.
- Veterans NI Relief implementation across all placements, saving up to £7,540 per hire per year
- Armed Forces Covenant registration and ESG reporting support
- Targeted employer brand campaigns within the Pivt veteran community
- Quarterly business reviews and workforce planning updates
- Bespoke pricing based on annual recruitment volume, significantly below standard contingency rates

The Workforce Plan Partnership is priced on a bespoke basis depending on the number of placements, sectors and locations involved. To discuss pricing and what a 12-month plan could look like for your business, please get in touch with the Pivt team.



Pivt Subscription Hiring Model

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 one of our **Permanent hiring solutions** 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?

Low cost per hire

Our subscription model significantly reduces your average cost-to-hire, 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

Receive the full depth of Pivt's support, 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.

Monthly subscription packages

Bronze

CV and profile sourcing for up to 5 roles per month. Pivt searches the talent pool and delivers candidate CVs ready for your team to review. The fastest and most cost-effective entry point into Pivt's talent solutions.

Silver

Everything in Bronze, plus full candidate vetting, screening and a bespoke written profile for every candidate submitted. Each profile clearly outlines the candidates strengths and development areas relative to your specific role, saving your team significant time in shortlisting

Gold

Everything in Silver, plus Pivt manages the full recruitment process alongside your existing talent or HR team. This includes interview coordination, offer management, candidate liaison, onboarding support and post placement check-ins. Workforce planning advisory also included.

Platinum

Everything in Gold, plus premium multi-channel role advertising, targeted headhunting, market mapping and salary benchmarking. Thomas profiling for every candidate at interview stage, and a full ESG and social value reporting pack for your business with each hire.

Included in all packages

Up to 5 roles per month, dedicated account manager, veterans NI relief guidance and implementation support, Armed Forces Covenant support.

Element	Platinum	Gold	Silver	Bronze
Up to 5 roles per month*	●	●	●	●
CV and profile sourcing	●	●	●	●
Dedicated Account Manager	●	●	●	●
Veterans NI Relief guidance	●	●	●	●
Armed Forces Covenant support	●	●	●	●
90-day free replacement guarantee	●	●	●	●
Candidate vetting and screening	●	●	●	●
Bespoke role specific candidate profiles	●	●	●	●
Strengths and development areas per candidate	●	●	●	●
Full end-to-end process management	●	●	●	●
Interview coordination and scheduling	●	●	●	●
Offer management and candidate liaison	●	●	●	●
Onboarding support and post-placement check-ins	●	●	●	●
Workforce planning advisory	●	●	●	●
Premium multi-channel role advertising	●	●	●	●
Company exposure in the Pivt Community	●	●	●	●
Targeted headhunting and search	●	●	●	●
Market mapping and salary benchmarking	●	●	●	●
Thomas International profiling for interviewing candidates	●	●	●	●
ESG and social value reporting	●	●	●	●
Monthly fee (6 month contract)**	£9,995	£6,995	£3,995	£1,995
Monthly fee (12 month contract)**	£8,995	£6,495	£3,745	£1,895

Filling 5 roles per month at £50,000 salary Standard recruitment model = £42,500

*Subscriptions allow up to 5 roles a month, bespoke packages upto 25 roles per month available.
 **All subscription packages have a break clause in the first 30 days to either cancel or change tier.