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# The true cost of recruiting someone and the magic solution



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## Contents

Page 2	The True Cost of Recruiting Someone and the Magic Solution
Page 3	Why do you need an engaged team? What is the cost of getting it wrong? What effect can a bad hire have?
Page 4	Top 10 hiring checklist The solution What is it and how does it work? Why is Right Hire your recruiter's worst nightmare and your best friend?
Page 5	What profile of person would you like for your next appointment?
Page 6	What do you get from Right Hire?

**A £500 investment in your next hire TODAY could save you £10-20k**

## The True Cost of Recruiting Someone and the Magic Solution

According to the REC (Recruitment & Employment Confederation) 9 out of 10 HR professionals have worked in a business that hired the wrong person for a job: bad hires are not isolated incidents but frequent occurrences and VERY costly.

Some hiring managers recruit people they know, some because they like the “cut of someone’s jib”, some because they just need a bum on a seat but what is the actual cost of recruiting someone?

If we take the national average salary as an example:

• Salary - national average	£27,600
• Bonuses – national average	£1656
• NICs at 13.8%	£4037
• Pension (auto enrolment)	£828
• Training & Development	£1500
• Contribution to overhead (office space/IT)	£4800
• Other costs (HR time, sick days, software licences, holiday cover etc)	£8000
• Recruitment Costs (e.g. advertising, interview & recruitment process)	£5520

**TOTAL COST TO BUSINESS: £53,389**

There may be elements of the above you can reduce and there may be other costs you need to add in. The REC and Undercover Recruiter project these costs at 3 times the salary and the CIPD say it could be as much as 5 times the salary but you need to know what the number looks like for you.

These figures assumes your hire will be in place for 12 months but what if you’ve invested all this money, they leave and you need to start the recruitment process again? You had better be prepared to spend again!



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### Why do you need an engaged team?

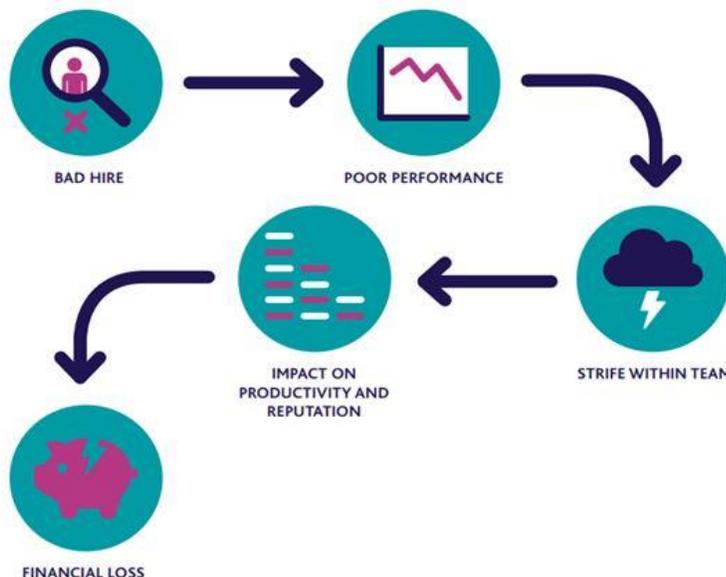
The above report from KPMG highlights the difference having someone engaged and in flow v someone who is disengaged. The difference helping the team achieve targets to the actual profitability on the bottom line is significant and can cost you on average 3 and a half sick days per person per annum!

### What is the cost of getting it wrong?

If the candidate doesn't work out you could easily have spent in excess of £30k over 6 months (if you have the foresight to let them go that early). Many employers will spend tens of thousands of pounds on equipment, on design, on their office but still not get their recruitment process right, whether they use an agency or not.

### What effect can a bad hire have?

The two major omissions from the list above are the affect a bad hire can have on your team and the brand damage they can do externally. How much is your team worth to you and how much is your reputation worth? You may never know the true cost of the damage because it's unlikely you will be able to measure it or even be aware of it. How much in lost productivity and opportunity will it cost your team? How will it affect morale? You might even lose good people before you are even aware of the seriousness of the problem. Will a dissatisfied customer tell you or just not use your services again?



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## **Top 10 hiring checklist**

1. Ask yourself if it's the right time to make an appointment
2. Hire someone who will uphold the same values as you do
3. If something is free and sounds too good to be true, it usually is
4. If you use a recruitment agency tie them down on a free replacement rather than a rebate or you will end up paying half as much again to recruit someone. This way they are held accountable
5. Odd question but consider what you might fire them for. If you come up with nothing, it's a good sign
6. Science CAN be applied to hiring. Investigate platforms that can minimise your risk
7. Get a second opinion if you're not sure
8. Remember this: **Companies hire on skill and fire on behaviour.**
9. If you've gone through this list and you think you've found someone outstanding make a good offer quickly. The recruitment industry is in a candidate-led market at the moment and expect good people to have options. You need to make sure your business is their number one choice.
10. Never recruit someone without running them through a behavioural profile and match the behaviour to the behaviour you are looking for in the job. It makes NO DIFFERENCE if they have the skill if they don't have the attitude. You will fire hem or they will leave because what you're asking of them is not in their nature.

## **The solution**

Several of our customers choose to find their own people but still need a final check – an insurance policy. Right Hire is that insurance policy.

## **What is Right Hire and how does it work?**

1. The Hiring Manager completes a job survey, outlining the ideal behaviour for a successful candidate who will stay and add value to the business.
2. Right Hire will assess the candidate you want to make an offer to or a candidate you want to interview and produce a 32 page report on the candidate's profile.
3. Right Hire will assess the candidate against your job survey and the job description and interview them.
4. Right Hire will produce a candidate match report and give you a risk assessment based on the survey.

## **Why is Right Hire your recruiter's worst nightmare and your best friend?**

- For most recruiters their idea of finding the right candidate is to match the skill and that is leaving the job half done. Skill without attitude and the right behaviour will almost certainly end in a costly, bad hire. **Don't let them get away with it.**
- Most recruiters search based on skill not behaviour.
- Most employers HIRE on skill and FIRE on behaviour, but almost never assess behaviour. Agencies almost always follow suit.
- It makes them accountable for the work they do for you.
- Recruiters rarely invest in a behavioural tool. Why? Because it can be costly and it gives the employer a compelling reason not to hire their candidate.

It's not a question of whether someone CAN do the job it's if they WILL do the job and this is down to their attitude - their natural behaviour.

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## WHAT PROFILE OF PERSON WOULD YOU LIKE FOR YOUR NEXT APPOINTMENT?

- A dynamic, creative self-starter
- A detailed focused systems person
- Someone grounded & project focused
- A people person & relationship builder

THIS IS NOT A RECRUITMENT AGENCY SERVICE. IT RELIES ON YOU SOURCING YOUR OWN CANDIDATES. IF YOU NEED SUPPORT FINDING PEOPLE PLEASE LET US KNOW.

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### What do you get from Right Hire?

- Your job description behaviourally tuned up to reach the right people, saving you time. **VALUE £75**
- Discovery call to go through the skill and behavioural requirements of the role. **VALUE £25**
- Job survey to determine the right behaviour for your vacancy. **VALUE £100**
- Your candidate profiled and debriefed to match your job description and job survey. **VALUE £100**
- 32 page report on the candidate. **VALUE £25**
- A “bad hire calculator” assessment of the role, outlining the risks of recruiting the wrong person. **VALUE £100**
- Debrief call with the Founder of Right Hire, an expert with 20 years recruitment and behavioural assessment experience, to discuss the suitability of the candidate and the risks associated with on boarding them. **VALUE £600**
- A report on successful on boarding of the candidate and an insight into how best to develop and train them to ensure they stay, develop and add value to the business. **VALUE £600**
- **TOTAL VALUE £1625 – special offer until the end of August 2019 of £500 + VAT.**

*If you don't need Right Hire at the moment please share it with someone you think it can help*

**Right Hire - here to disrupt recruitment**

**Call 01353 645004 and speak to the founder, Graham Brown**

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