



Tailored Talent Acquisition

Challenge Your Status Quo

In today's fast-paced business world, talent acquisition is more critical than ever. Smyle People offers to Small to Medium Enterprises an evolved, blended hiring solution designed to provide a flexible model that sits in the middle of a traditional agency ethos and direct hiring.

- Retain the skills & build a partnership
- Tailor the plan & deliver the talent

Who can benefit from Smyle People

Smyle People is for the SME business, designed and fit for purpose.

SME's are struggling on the talent battleground. Neither Direct nor Agency is working for them. There's nothing in the middle out there that will..... until now

Smyle People tailored partnered solution that embeds skills, experience and know how within the fabric of your business operations. Priced based on a time model, not a percentage of salary.

Solutions that are moulded around your business goals and the people deployed to deliver them.

Your time back, business moving forward

Greater choice, lower churn

Reduced agency spend, increased ROI

Faster time to hire, less strain on the business

Outsourcing

We partner with your entire business through time-based retainer agreements that are forecasted and reviewed annually. All that we have and all that you don't, tools, systems, processes, expertise and network — tailored to align perfectly with your organization.

Outsourced services include:

- Forward planning, flight risks, churn areas, growth areas, scale up's. Gaining insight and Foresight.
- Developing targeted talent pools and recruitment channels. Never need somebody yesterday.
- Developing presence, online and offline. Create market awareness.
- Creating compelling employer value propositions, get the people you really want.
- Vacancy control from start to finish. Advertising, Searching, Screening, Hiring. Get your time back
- Compliance management. Right to Work, Company & Industry specific regulation. Be secure.
- Diagnostics - Where are the gaps, how and when are we bridging them
- Tailor the tools and enable the stakeholders
- Leverage more out of LinkedIn increasing your exposure

Retained One-Off Projects

For singular and multiple vacancy campaigns, our one off solution provides an effective "backstop" to hiring managers and talent acquisition teams where additional resource and/or a plan B is needed.

- We don't price on % of salary.
- Each project is judged on it's own merit of approximated time required.
- From one role to multiple hires. What we quote is what you'll pay upon successful delivery.
- Whether it be Living Wage or Six Figures, your investment will be priced as you deem fair, justified and reasonable with you the customer being in control. We aim to be up to 30% to 50% cheaper than a traditional % of salary pricing model. A £40k hire at 15% , with us here at SP, we could be as little as £3k

Traditional Contingency

Prefer to work with a multiple agency model? That's ok too! We maintain the facility to operate within a traditional model that is typically 15% market rate that includes a 90 day rebate period. We don't mind healthy competition here at Smyle, we embrace it

Design & Build

Establish the processes from your careers site (can be built by us), an integrated Applicant Tracking System (can be managed by us or you) and enjoy a functional cohesive set of tools that your team can over time, increase your talent pool data and decrease your reliance on external agencies.

Our design and build projects are tailored to you, can be managed by us, your managers or a designated Talent Advisor installed by us suited to you.

Pricing

Company Size (Number of employees)	Approx. guide of monthly commitment	
< 100	£650	
101-199	£1250	
200-300	£1850	
One off Assignments	Tailored to Requirements based on: Allocation of Time Allocation of Spend Expectation of Yield	
Traditional Contingency	15%	
Design & Build	Encompasses set up costs, careers site design and ATS subscriptions. Tailored by number of users and level of investment from Smyle People. Tailored to the brief	

Partnered Retained Solutions subject to minimum 12-month contract then rolling monthly.

Capped client numbers in Partnered Retained and Sector exclusivity by region afforded.

Every business and every project has individual objectives and key variances. Pricing is truly bespoke to each individual need and tailored to you. Adam will perform a detailed diagnostic before the production of a full and comprehensive proposal. Reach out to Adam af@smylepeople.co.uk / 01162986350 / 07500946466





Get Started Today

1

Contact

Reach out to our Adam for a personalized consultation.

2

Assessment

He'll evaluate your specific talent management needs.

3

Implementation

Begin your journey to better talent management.

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