



P2P Solutions Partnership Limited
44 Commercial Road, Paddock Wood, TN12 6EL

BYO Solution - P2P Process 2 People

When growth starts to look regular and managing the hiring process means your management teams multitasking without the time to deliver. What do you do? Using agencies will be perceived to be an easier route but the least cost effective and if handled badly will damage your hard-earned good reputation. P2P can protect your image and develop a recruitment team for you to manage your own growth and reputation from a position of strength.

We offer a fixed price model and a day rate model, so depending on what is required we can choose the most cost-effective solution for you. We analyse your pipeline growth and business structure and provide a proposal for process and team structure that will become self-sustaining and will deliver against your business expectations. The project plan is entirely customisable, but our base template suggests:

Analysis Phase

Current state analysis. Review the business and growth expectations. Plan 1-3-5-year expectations

Workshops/Meeting teams. Stakeholder engagement. Team engagement. Present goals and benefits to company wide audience.

Proposal Writing (offsite). Take away all we have learnt and put together a plan of delivery for approval

GDPR analysis. Analyse data rules and infrastructure from a recruitment perspective and company-wide if required.

Implementation Phase with Client Partner

Vendor product evaluation. Review client business specific products. Negotiate reduced pricing. CRM and Job-boards as required to fulfil internal resourcing. P2P has good relationships with most major providers.

Implementation Management and testing. P2P consultants will manage the technology implementation and configure functionality for our client needs. All systems tested and signed off as ready

GDPR process implementation. Our GDPR consultant will review the systems and recommend process improvements and automation to P2P. We will build out the processes that create compliance to the new legislation.

Recruitment Search for team. P2P undertake to source suitable experienced or trainee recruiters using our networks and search capabilities. We can also run advertising campaigns, although search is normally most productive.

Assessments and interview. We will interview prospective recruiters and provide a shortlist for final interview. They will be judged on both professional capabilities and cultural fit. Client chooses the successful candidates



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Offer management (with client HR). If the client has no HR function, we will manage all offers and secure signed contracts of employment. We will also work with incumbent HR and manage where requested

Onboarding. With or without the HR incumbents, we will ensure the onboarding process works smoothly and gives the most professional and welcoming impression. All client procedures will be adhered to.

Training:

Vendor product training (primary LinkedIn and client selection). We will train the new team in the vendor products. Usage and introduction to the client account managers and support network.

Boolean Search. P2P will provide the subtlety of Boolean search and how to do this properly to find the best candidates.

Job Specification writing. P2P will provide an insight on different specification writing styles. Different roles and different mediums have various approaches and results. There is no right or wrong, just what works in a given situation.

CV Assessment, reading CVs correctly. This is a key skill and can be gained over a period of many years. P2P will advance the skills of the team to understand how to deep dive a CV on first view. This is a key to successful, time efficient interviewing.

Interviewing Techniques. P2P will advise on best interview questions and structures. What to look for, what to listen for, warning signs. What tools to use if unsure. Psychometric testing, technical testing etc.

Offer and Counter offer management. P2P will advise on the best processes of making an offer and how to manage the different scenarios that can occur. Expect a counter offer, and pre-emptively prepare your candidate against that. Minimise the risk of a rejection.

Stakeholder Support. How to work with and offer value to stakeholders. Something that can be daunting and difficult for less experienced people, we will advise and support your team on relationship management.

Onboarding. P2P will enforce the first impressions view with a strong onboarding value message. Early impressions last the longest, so make it a great experience.

Post Implementation Support Phase

Post implementation Support. P2P solutions are around long-term sustainability and delivery. As part of the cost model we will be available to support for 12 months after your team is ready to function. This will ensure any unexpected issues or busy periods can be supported by our process leads.