

# LET US TAKE THE STRAIN! TARGETED SEARCH SERVICE

## Ten-Percent Legal Recruitment

Recruitment takes up **time** and **money**. Do the following sound familiar?



Time



Money

*Either*

You tell the agencies that you have a new vacancy.

You sift through piles of inappropriate CVs.

You spend your time seeing candidates who turn out to be a disappointment.

You then have to restart the whole process.

*or*

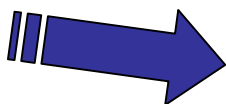
You place your ad in the Gazette, sit back and wait for the brilliant applicants to come flooding in.

They don't.

You advertise for the next 3 weeks, but the only responses you are getting are from agencies.

You end up taking a candidate from one of the agents and paying the full agency fees.

Ouch. That's got to hurt.



**Targeted Search from Ten Percent**  
**is a new service designed to keep your costs down**  
**and to take the hassle out of recruitment**

**We handle the advertising,**  
**We handle the selection, and should you require it,**  
**We handle the first stage of the interviewing process.**

You then make your choice.  
**All that for a fixed price** (reduced fee for candidates which is agreed in advance, plus the cost of the advertising)

**You do not pay a fee if you don't take a candidate from us.**



**[www.tenpercent.co.uk](http://www.tenpercent.co.uk)**

10% of our profit goes to charity

Ten-Percent.co.uk Limited, Nant, Village Road, Llanferres CH7 5LU DX 26571 Mold

## CASE STUDY: JARNDYCE & CO\*\*

The firm contacted us with a requirement for a crime solicitor, a conveyancing solicitor and a head of civil litigation due to expansion. We handled the advertising for them in the Gazette with an eighth of a page box advertisement detailing their requirements. All applications came to Ten Percent. This advertisement cost less than £1,000.

Over 20 candidates responded to the first advertisement, and we fielded numerous enquiries from potential but unsuitable candidates, internet job boards attempting to sell to the firm, and other recruitment agencies. The firm was keen to ensure that they reached as many potential candidates as possible, so took out a second advertisement at a similar cost to the first. We shortlisted the 20 candidates down to a list of 6. The firm then interviewed these candidates and was able to employ three solicitors at a cost saving of about 33% of our fees for each candidate.

\*\* Name of firm changed

**FACT:** The **average** cost of recruiting a replacement member of staff is £4,625\*. For professional staff this figure is even higher. How much of the recruitment process would you gladly pass to someone else if it were not going to cost you any more?

Interested? Let us know - send an email, or give us a ring. One of our consultants will be in touch to get the low down on what you need.

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Email: [search@tenpercent.co.uk](mailto:search@tenpercent.co.uk)  
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