



The Marketing Recruitment Specialists

Introduction to DigitalHive Recruitment

We specialise in sourcing and placing talent for strategic marketing and digital marketing positions for organisations across the UK.

We typically work with organisations who are either struggling to find their next marketing employee or are confused with what skills and knowledge areas the role requires in order for an employee to be successful.

It's no secret that the marketing world is constantly evolving and we have made it our mission to work with businesses to ensure they are bringing the right talent into the business based on the mission critical skills that make a marketing function operate in the modern world.



Are you experiencing any of the following challenges?



Confused as to what skill sets your marketing employee is going to require to be able to execute effectively



Struggling to attract quality candidates into the interview process which is leaving you feeling concerned that you are not going to find the right person



Worried you will be 'hiring on chemistry' due to not having a clear understanding of the skills required to perform within a modern day marketing function

Traditional Recruitment versus **How we work**

Traditional Recruiting ✗

Traditional contingency style recruiting involves an employer who might be of the mindset that engaging multiple recruitment agencies to work on filling a vacancy is the quickest and most effective way to fill a vacancy.

In today's market the reality is;

There is less commitment from agencies due to commercial uncertainty and risk

Likely to receive 'scattergun' of CV's with little attention to detail

Increase in your time spent interviewing due to 'speedy screening' as agencies rush to get candidates in front of you while hoping that the candidate 'sticks'

How we work ✓

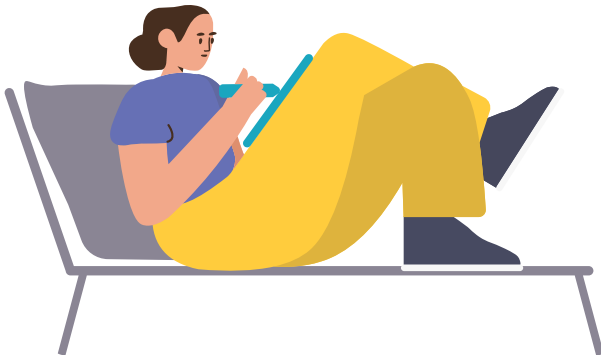
Marketing positions can require either generalist, specialist or a mixture of both skills and the greatest challenge employers face is uncovering the depth of knowledge across high level strategy and individual specialisms.

Our process is designed to remove your recruitment challenges by;

You save time interviewing poorly screened candidates with low compatibility with your vacancy

Engaging into a 30-day exclusive relationship with no upfront fee

Confidence in your offer letter that the candidate possesses the skills to achieve the objectives of the role



How the DigitalHive process works



1. Discovery Call ●

Our initial briefing meeting is designed to better understand your organisations culture and ambitions as well as deep dive into the key objectives of the individual you are looking to hire. This will help us to uncover the critical skillsets and attitudinal attributes your new hire will need to possess.

2. Agreement ●

If we decide it makes sense to engage, we will send a service agreement for you to sign which confirms we have 30 days exclusivity on the role so we can kick start the process with no upfront fees.

3. Candidate Search & Screening ●

Candidate Search & Screening- Our search begins for your next hire utilising our specialist approach to identify and engage potential individuals suitable to your vacancy.

4. Candidate Shortlist ●

Following our screening process we will present a shortlist of candidates of for you to interview which we believe matches your criteria.

5. Interviews ●

Interviews begin with a feedback loop to help us understand if the candidates are not only a culture fit but possess the skills and qualities you are looking for.

6. Job Offer ●

Position filled!

How we work with clients

We work with our clients on a retained basis which creates an environment where we can work closely together to truly identify strong candidates.

This ensures you are only interviewing candidates where we believe they are a good fit due to the time and attention we take to identify quality candidates.



Payment schedule

Fees range from 15% - 20% depending on the seniority of the role

0%

Upfront fees

100%

Due first day of employment

Rebate period

Once we have placed the candidate with you, as an insurance style policy, we offer a rebate period if the candidate turns out to not be a good fit for your organisation.

0-60 days

= 100%

61-90 days

= 50%

91 days+

= 0%

Find out how it works watch our video

