

# Recruitment as a Service vs Traditional Recruitment Agencies

Your best recruitment options here



Presented By: Keith O'Loughlin

# Land Your Job

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Keith O'Loughlin  
**Founder**

Keith has worked in Recruitment for 10 years, recruiting for a wide range of clients across multiple industries.

He started his journey as a Resourcer and progressed his career to Associate Director of a global PLC recruitment firm.

He is a highly experience delivery consultant with experience working highly technical roles to basic roles.

## **Key Achievements:**

Top performing recruitment consultant

250,000 CV's Reviewed

10,000+ candidates qualified in and out of roles

100+ happy clients



# Recruitment Services

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recruitment service for  
you



## Recruitment Services Comparison Analysis

Recruitment as a Service (RaaS) offers a smarter, more cost-effective alternative. While agencies often charge hefty fees based on a percentage of the candidate's salary—ranging from 15% to 28%—RaaS provides the same expertise and quality candidates at a transparent flat fee of €3,500. This means you save thousands without sacrificing service quality.

RaaS eliminates the delays and misaligned incentives often found in agency recruitment, where agencies are motivated to push for higher salaries to increase their fees.

RaaS fees are fixed - if you choose to hire all 5 candidates the fee does not move vs a Recruitment agency where the fee multiplies per hire.

With RaaS, you get pre-screened, qualified candidates faster, with a focus on meeting your hiring needs and budget. Plus, the entire process is streamlined and customised to your business, ensuring a more efficient and transparent hiring experience.

At Land Your Job we have a new solution and offer Recruitment as a Service (RaaS), a flat-fee hiring solution designed to save you time, reduce costs, and deliver better outcomes.

# Key Benefits of RaaS

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## Recruitment Services Comparison Analysis

### 1. Cost Savings

- **Flat Fee Pricing:** RaaS offers a transparent flat fee (e.g., €3,500) instead of the high percentage-based fees that agencies typically charge (15-28% of the candidate's salary). This can save businesses thousands of euros on each hire.
- **No Hidden Costs:** Unlike some agencies that may add additional fees or mark up costs for higher-salary positions, RaaS provides upfront, predictable pricing regardless of the role's salary.

### 2. Faster Time-to-Hire

- **Streamlined Process:** RaaS is designed for efficiency, providing faster results by focusing solely on filling your vacancy with pre-screened candidates. Agencies working on a contingent basis often juggle multiple clients, which can delay the hiring process.
- **Focus on Quality, Not Quantity:** With RaaS, you're guaranteed delivery of high-quality, pre-screened candidates, reducing the time spent reviewing unqualified applications.

### 3. Fixed fee allows for multi-hire pricing included

- Our fixed price of €3,500 is for 5 screened and qualified candidates, if you hire all five candidates the price does not move. Vs an agency where your fee is multiplied



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### 4. Expert Recruitment at a Fraction of the Cost

- Experienced Recruiters: Just like traditional agencies, RaaS gives you access to experienced recruiters who know the market and understand how to source and screen the best candidates—but without the premium price tag.
- Role Agnostic: RaaS recruiters have experience hiring for multiple roles across industries, ensuring flexibility and expertise across various job types, not just specialised niches.

### 5. Transparency in Process

- Upfront Clarity: RaaS provides full transparency about the recruitment process, from job ad creation to candidate screening and delivery, so you know exactly what to expect at each step.
- Branded Job Ads: RaaS allows for full transparency in job postings, including company branding, as opposed to the anonymous postings used by many agencies to avoid competition.

### 6. Reduced Risk

- Lower Financial Risk: Since RaaS fees are flat and partially paid upfront, the financial risk is lower compared to agencies that charge after placement. With RaaS, you're guaranteed a service and clear deliverables.
- Guaranteed Candidate Delivery: With RaaS, you're guaranteed to receive a set number of qualified candidates (e.g., 5 candidates), reducing the risk of ending up with unsuitable applicants or no results at all.

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## Recruitment Services Comparison Analysis

### 7. Customisable and Flexible

- Tailored to Your Needs: RaaS is designed to be flexible and scalable based on your specific hiring requirements. Whether you need to fill one role or several, RaaS adjusts to your needs without charging higher fees for more complex roles.

### 8. Efficient Communication

- Dedicated Focus on Your Role: Unlike traditional agencies that may prioritise higher-paying roles, RaaS focuses on your position with the aim of filling it efficiently, ensuring dedicated attention throughout the process.

### 9. Aligned Incentives

- Fixed Fees, No Salary Pressure: Traditional agencies may be incentivised to push for higher salaries to increase their fees. RaaS eliminates this issue with a fixed fee structure, ensuring the focus is entirely on finding the best candidate for your budget.
- Encourages Faster Decision-Making: Since RaaS fees are typically split (50% upfront and 50% on delivery of candidates), the model encourages hiring managers to move efficiently through the interview and decision-making process.

# Comparison

Comparing the best options available today

Aspect	Recruitment Agency	Land Your Job RaaS
Fees Based on Role's Salary	A recruitment agency typically charges between €7,500 to €14,000 to fill a €50,000 role.	<b>Flat fee of €3,500</b> regardless of the role's salary, offering better cost predictability.
Salary-Driven Fees	Higher salaries lead to higher fees, incentivizing recruiters to push salaries up.	A flat fee allows us to focus solely on <b>finding the right candidate</b> , without driving up salaries.
Role Prioritisation	Recruiters often prioritize quicker, higher-paying roles, leading to bias in filling positions.	Every role gets equal attention under our flat-fee model, ensuring fair treatment and dedication.
Agreed Fee Percentages	Higher fees often incentivize agencies to push certain roles over others, skewing priorities.	With <b>no hidden fees</b> , we treat every role with equal importance, focusing on <b>quality</b> rather than fee percentages.

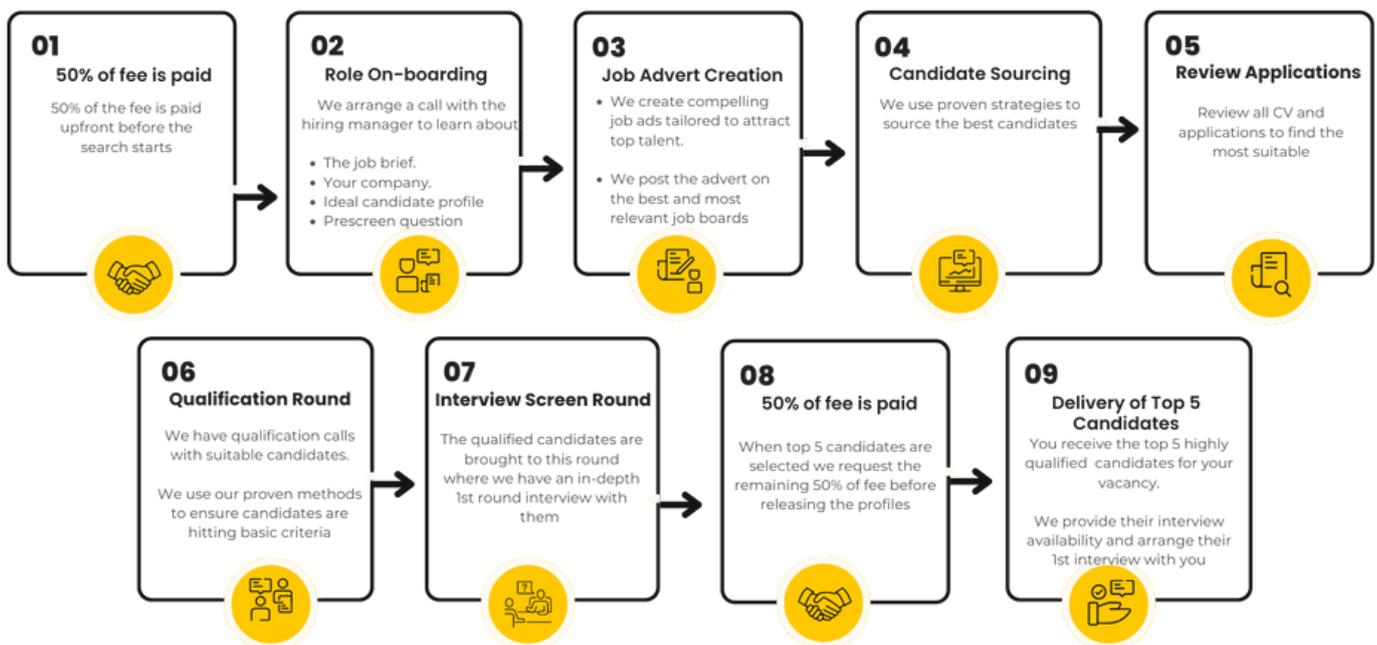
# Comparison

Comparing the best options available today

Aspect	Recruitment Agency	Land Your Job RaaS
Longer Hiring Processes	Contingent fees often result in delayed hiring times. Agencies may take longer if they feel less motivated by potential earnings.	Our 50% upfront payment drives a quicker, more efficient process, as we are incentivized to deliver swiftly.
Risk-Driven Pricing	Agencies charge more and take on more risk, but this results in higher costs for you.	Our flat fees are a fraction of the price, allowing us to focus on finding the most suitable candidate for your business.
Anonymous Job Ads	Many roles are advertised anonymously, which can lead to unclear or misleading job postings.	With RaaS, our upfront payment ensures we can brand your job ads with your company's information, creating more clarity and attracting better candidates.
High-Cost for Senior Roles	For a €100,000 role, agencies could charge up to €28,000 in fees.	We maintain our flat fee of €3,500 even for high-salary roles, saving you thousands.

# Recruitment as a Service Overview

A guide to our services



## Overview

Land Your Job's Recruitment as a Service (RaaS) offers a cost-effective, transparent, and efficient hiring model that helps you find the right talent faster and for a fraction of the cost compared to traditional agencies. Whether you are filling entry-level roles or high-paying executive positions, our flat-fee model ensures you pay the same price and receive the same high-quality service.

# Contact Us for Recruitment as a Services

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