

Recruitment as a Service vs Hiring Internally

Your best recruitment options here



Presented By: Keith O'Loughlin

Land Your Job



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

Find the best
recruitment service for
you



Recruitment Services Comparison Analysis

For businesses considering handling recruitment internally without dedicated recruiters, Recruitment as a Service (RaaS) offers a more efficient, cost-effective alternative.

Hiring internally often requires significant time and resources—from writing job ads to sorting through hundreds of CVs and conducting initial screenings—all of which can take valuable time away from your core business activities.

Without the expertise of seasoned recruiters, the process can also lead to costly mistakes, like hiring the wrong candidate or overlooking the best talent. With RaaS, you get the benefit of expert recruiters managing the entire process, delivering pre-screened, qualified candidates quickly, all for a transparent flat fee.

This saves you time, reduces hiring risks, and ensures you can focus on running your business while we find the best talent for your team.

At Land Your Job, we simplify the hiring process by handling everything from advertising to shortlisting, all for a flat fee of €3,500. This allows you to focus on your core business while we deliver the best candidates for your role..



Key Benefits

Find the best
recruitment service for
you



Recruitment Services Comparison Analysis

1. Cost-Effective Hiring

- Flat Fee Structure: Unlike traditional recruitment agencies that charge a percentage of the candidate's salary, RaaS offers a transparent, affordable flat fee, making budgeting predictable and cost-effective.

2. Time-Saving

- Complete Process Handled: RaaS takes care of everything from job ad creation and candidate sourcing to screening and initial interviews, saving your internal team hours of time spent on recruitment tasks.
- Faster Time-to-Hire: With experienced recruiters managing the process, RaaS reduces the time it takes to fill a role, helping you avoid long vacancy periods that impact productivity.

3. Access to Expertise

- Expert Recruiters: Get access to professional recruiters who understand the market, know where to find top talent, and have experience screening candidates to ensure only the best fit reaches your desk.
- Improved Candidate Quality: With RaaS, you receive pre-screened, qualified candidates, reducing the risk of hiring mistakes that could result in costly turnover or rehiring.

Key Benefits

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Recruitment Services Comparison Analysis

4. Reduced Hiring Risk

- **Risk-Free Process:** Without internal recruitment expertise, businesses run the risk of hiring the wrong candidate. RaaS minimises this risk by using proven recruitment strategies and thorough candidate vetting.

5. Focus on Core Business Activities

- **Delegate Recruitment:** By outsourcing your hiring process, your internal team can stay focused on what they do best, without being distracted by time-consuming recruitment tasks.

6. Customisable and Scalable

- **Tailored to Your Needs:** Whether you need to hire for one role or multiple, RaaS is flexible and scalable, ensuring that it can meet your specific business requirements at any stage of growth.

7. Objective and Unbiased Process

- **Reduced Bias in Hiring:** RaaS professionals use standardized processes to evaluate candidates, ensuring a more objective selection, which can lead to better long-term hires.

8. Efficient Candidate Sourcing

- **Access to Multiple Channels:** RaaS taps into various job boards, databases, and social networks to source candidates, giving you access to a wider and more diverse talent pool than you may have on your own.



Comparison

Comparing the best options available today

Aspect	Hire Internally	Land Your Job RaaS
Job Board	Average costs €500 - €1,500	Advertising costs are included in our flat fee.
Ad Writing Expertise	May lack professional ad writing experience	We are experienced in crafting ads that attract the best talent.
Number of Applicants to Review	50 - 200 applicants to review	We review and qualify all applications, saving you time.

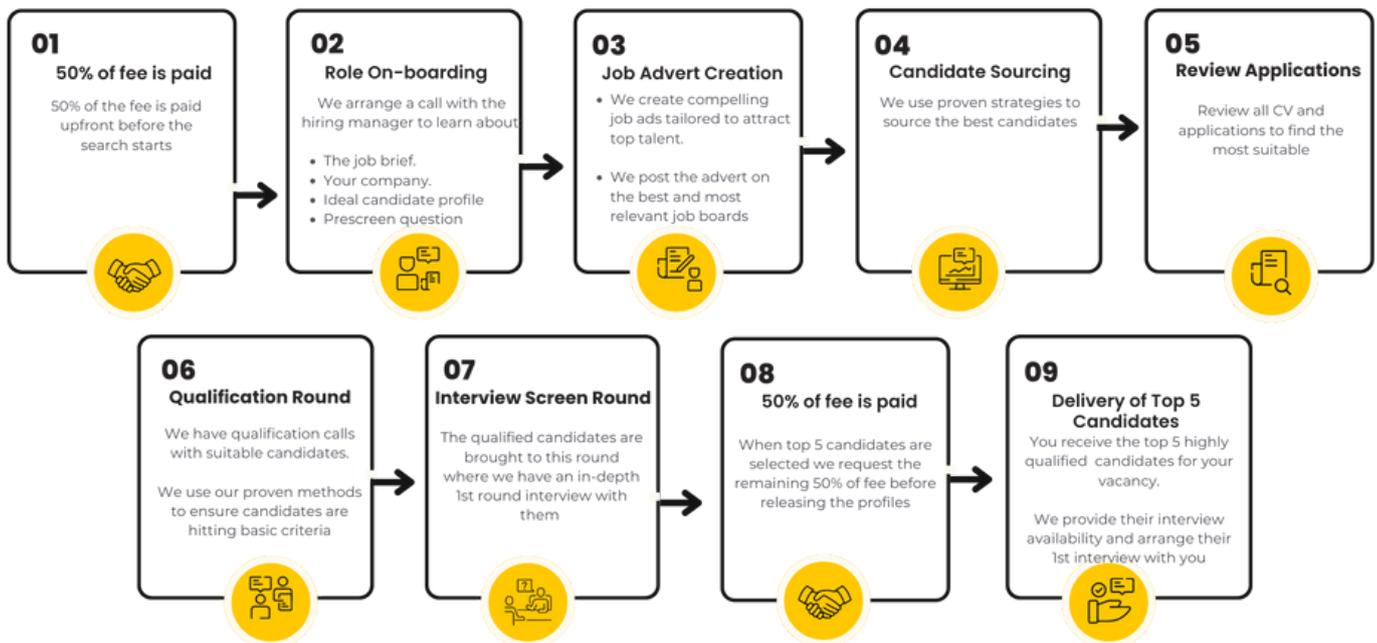
Comparison

Comparing the best options available today

Aspect	Hire Internally	Land Your Job RaaS
Time Spent Reviewing CVs	4 - 10 hours lost on CV reviews	We handle all CV reviews, and only present you with the top 5 candidates.
Time Spent Screening Candidates	Additional 4 - 10 hours spent on screening and calling candidates	We conduct qualification calls and pre-screen interviews before shortlisting.
Time Lost from Core Tasks	8 - 20 hours away from core responsibilities	We deliver the top 5 candidates for interviews with a flat fee of €3,500, allowing you to focus on your business.

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

www.landyourjob.io
keith@landyourjob.io
01-9081233

