

Recruitment Services Assessment Matrix

Recruiting Services Need	Virtual Recruiters Inc.	Onsite Contract Recruiter	In-house Recruit Function	Executive Search Firm	Remote Contract Recruiter	Staffing Company	Recruit Research Company
Non-exempt hourly staffing , administrative recruitment	✗	✓	✓	✗	✓	✓	✗
Executive level search - C-types, senior leadership, and board level	✗	✗	✗	✓	✗	✗	✗
Exempt professional level recruiting (60k to 160k salary levels)	✓	✓	✓	✓	✓	✗	✓
Unique talent requirements - direct sourcing required - hard to fill skillsets	✓	✓	✗	✓	✓	✗	✓
Ongoing needs for similar recruit profile - need for talent candidate pipeline	✓	✓	✓	✗	✓	✓	✓
Need to track recruit metrics to incorporate into talent strategy	✓	✓	✓	✗	✓	✓	✗
Applicant tracking system needed to capture candidate workflow and data	✓	✓	✓	✗	✗	✓	✗
Compliance and affirmative action recruitment integration and focus	✓	✓	✓	✗	✗	✓	✗
Flexible cost model required due to varying load of open job requisitions	✓	✓	✗	✓	✓	✓	✗

✗ - not customary of scope of services ✓ - customary scope of services ✓ - core competency