

Contingency  
Industry Avg  
30%\*

Just IT  
Contingency  
40%\*

Just IT  
Retained  
98%\*

## Trial new tech talent

Our Work Placement Scheme allows you to trial and test the top candidates from our Technology Programme training course with no obligation to hire. We take away the risk of employing entry level roles.

\* Statistics reported from November 2018 - January 2019.



# Retained Solutions

## What are Retained Solutions?

It is a hiring solution offering in-depth candidate search that pro-actively finds the skills and personality traits clients specifically requested. The Retained service is a highly consultative approach where we get to fully understand our client needs and develop a plan of deliverables specific to each role.

## Why its successful

Retained services are centred around the deliverables outlined with the clients. This gives clearly defined objectives which leads to a high rate of success in filling key roles. This approach comes into its own when companies need to fill challenging, niche or for senior positions as the level of research and thorough search process means this service delivers. We currently see XX% of retention rates with hires through this service.

## What you get with Retained

Contingency services are reactive and tend to focus on qualifications and less about the candidate 'fit'. The key features of our Retained service offer more in-depth more extensive search and use of more consultant expertise and industry-leading tools to go further to find the right person for the role specified.

Here's a look at how Retained compares to Contingency

Contingency	Vs	Retained
Reactive searching methods		Pro active searching methods
Depth of search is challenging		Depth of search is a key deliverable
Focus on qualified candidates		Focus on qualified candidates that 'fit'
Client conducts all deep dive assessments		Can conduct / support assessments
Candidate buoyant markets		Regular feedback and consultation
'Fit' not critical to the hire		Ideal for challenging, niche and senior hires
Can be transaction in nature		Market Perception reporting
Limited time afforded to search		Recruiter truly understands the company
Wider search, less depth into the market		Research orientated approach
		Targeted approach
		Clearly defined objectives

## Want to know more?

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