



## Full Service Recruitment incorporating advanced video suite

ARV Solutions have hugely developed our service offering, integrating leading recruitment software innovations into a greatly enhanced recruitment process, designed to give significantly better results, within greatly reduced timescales.

### ARVIEW

- Working exclusively for 4 weeks (or agreed timescale)
- Full-service video interviewing suite – with your own secure, simple to access and use, online portal
- Share video job adverts, premises tours, company info and benefits packages
- 1<sup>st</sup> interviews completed by our staff and recordings shared with CV, and any supporting documents in the portal
- 2<sup>nd</sup> Interviews can be carried out by clients via video within the portal
- Competency based questions can be provided by us to suit your vacancy
- Psychometric Assessments can be included (up to 4) with comparisons to ideal candidate profile
- Premium advertising available across wide ranging leading job boards
- 6 months extended rebate scheme

### Fees

17.5% for exclusive or retained recruitment

Retained service requires a £600 up front retainer (deducted from fee, or a no quibble refund if we are unable to short-list suitable candidates for your role)

### Benefits

Faster process to help ensure candidates are not lost to competitors, and keep them engaged.

View / consider more candidates from time saved interviewing – and only hold extended interviews with the most suitable candidates

Suits social distancing, and ongoing environmental issues of travelling by car to interviews

We can do better than the traditional CV! A well-run short video interview with a personality profile will give you a far better understanding of the person you are considering recruiting.

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Service	ARVIEW Exclusive	ARVIEW Retained
Fees on placement	17.5%	17.5%*
Retainer Fee: with no quibble refund if no suitable candidates for interview	n/a	£600 Deducted from placement fee
Exclusivity period requested from client	4 weeks	4 weeks
Search CV database of c70,000 candidates	✓	✓
Telephone screening of candidates	✓	✓
Written cover sheet provided with CV	✓	✓
Advertising: ARV Website, CV Library, Indeed	✓	✓
Short video Interview provided with CV	✓	✓
Company branded video portal / ATS: view, jobs, candidates and comment and select for interview	✓	✓
Boosted advertising Across the major national job boards	X	✓
Video Job Adverts & Video interview with hiring manager to create digital job specifications	X	✓
Video interview—bespoke to job, with client set questions	X	✓
Competency based interview Questions provided	X	✓
Exclusivity to candidates for 7 days or if interview arranged, until concluded, up to 4 weeks	X	✓
Psychometric Assessments	£125 each	1st 4 included, then £85 each
Rebate Scheme	14 weeks	Extended to 26 weeks

NB: For clients wishing to work to an “old style / traditional” multi-agency model, our fees are now 20% - move up to ARView!