

# Buy As You Need Service Overview and Pricing

## Customised recruitment solutions

- From job postings to providing full end to end recruitment campaign management, the resourcing team at Warwickshire County Council can offer a range of bespoke recruitment solutions tailored to suit your needs. Offering you the best opportunity to find your ideal candidate.
- No commitment or subscription is required - use us on a pay as you go basis.

## Drive more traffic to your vacancies - Get it right first time

- Our jobs home page receives over 40,000 unique hits every month and is the most popular page on our entire website
- Your posting will appear on [www.wmjobs.co.uk](http://www.wmjobs.co.uk) the leading site for public sector vacancies across our region with 1000's of engaged job seekers registered for email alerts for education based roles.
- We also offer you access to our social network of job seekers on Twitter, Facebook and LinkedIn.

## Save you money

- Our pricing is extremely competitive and significantly less than other well-known job boards.
- Posting adverts in additional external media with us also gives you access to media discounts

## Give you access to our trusted recruitment expertise

- We advertised over 1000 education based roles in the last 12 months and have extensive public sector experience supporting a large number of education based employers recruiting all roles from high volumes of non-teaching roles to senior school appointments including headships.

## Provide an outstanding candidate experience

- We provide access to a world class applicant tracking system used by numerous leading organisations meaning we can offer tailored online application forms, full management of short listing documentation and swift candidate communication.

Contact us via the [HR Service Desk](#) to discuss your requirements or complete our online form to submit a job posting.

Service	Description	£114	£149	£172	£570
		Standard Job Posting	Standard Job Posting +	Enhanced Job Posting	Premium Managed Service
Text listing	Uploading your advert copy and any attachments/links that you choose e.g. Job Application and Job Description. Basic review of errors (spelling/grammar). One amendment	x	x	x	x
External media advice	Telephone/email support and guidance from our dedicated team of resourcing professionals in relation to appropriate media.		x	x	x
External media booking	Co-ordination of media bookings and access to media discounts.		x	x	x
Advert copy review	Critique of existing advert copy or copy produced by our dedicated team of resourcing professionals.			x	x
Exposure to our social networks	Share your role with hundreds of social network job seekers – Facebook and LinkedIn.			x	x
Use of school logo on advert	Brand your job posting with your organisation's logo.			x	x
Tailored online job application	Add screening (killer) questions to sift out unsuitable candidates. Add additional questions to ensure candidates fully address the requirements of the role.				x
Access to online job applications	Offer candidates access to an online application form.				x

Candidate management.	Management of all candidate queries by our Specialist Recruitment Team				x
Coordination of assessments.	Support from the Specialist Recruitment Team with facilitating your assessment event.				x
Facilitation of psychometric assessments.	Support and advice from qualified and trained assessors in relation to appropriate psychometric assessments enabling you to make informed decisions in relation to candidate selection. (Cost per test not included)				x
Issue conditional offer letter and contract	Written communication to candidates in relation to offers of employment based on our standard templates or you may provide your own.				x
Process vetting checks	Including DBS check (cost of check not included), eligibility to work, prohibition order checks, qualifications, registrations, references, work health assessment.				x
A dedicated Resourcing Advisor	Your recruitment campaign will be led by one of our dedicated team of specialist professionals.				x
Face to face or telephone briefing with a Senior Recruitment Advisor	An initial planning meeting will be offered with one of our dedicated team of specialist professionals.				x

If you have any other requirements, we can offer bespoke services to suit your needs. This service would be charged at a rate of £62 per hour. Please contact [HR Service Desk](#) for any enquires.