



SOLVING STAFFING PROBLEMS
THROUGH COLLABORATIVE
PARTNERSHIPS

NEW WAYS OF WORKING

Managed Recruiting Services

Gartner research shows that recruiting is 78% more effective with the right recruiting experience and recruitech stack.

Growing companies struggle to hire the right talent quickly and build long-term recruiting resilience and strength. Business leaders are experiencing difficulty achieving high-quality outcomes across their recruiting functions and acquiring, maintaining, and engaging cost-effective, high-quality talent that delivers.

360 Talent's unique approach to Managed Recruiting Services is solving these problems for growing technology firms:

- We deliver enhanced recruiting capability within the client organization by embedding people over an extended duration
- We use dedicated, expert resources working alongside client staff within a service wrap that is performance managed against SLAs and KPIs

THE RESULT?

A measurably improved capability maturity over the contract lifetime.

You can also expect increased:

- Cost-effectiveness of resources
- Capacity to meet short-term hiring demand
- Efficiency
- Employee engagement and productivity
- Quality of recruiting services and outcomes
- Performance and reliable delivery

Through our sponsorship of and memberships with the Association of Talent Acquisition Professionals, the Business Agility Institute, Scrum Alliance, and Women in Technology (WIT), our team has access to cutting-edge resources, insights, and training - enabling us to bring market-leading capacity and capabilities to your organization.

"360 Talent's unique, managed services program is one of the most effective ways we've seen to hire quality people in the marketplace. We have been impressed with the value and results."

-CEO, \$100M Technology Company

OUR CORE EXPERTISE

We focus on three principles of **Capacity**, **Capability**, and **Community** as the core of 360 Talent's Managed Recruiting Services to generate recruiting results, optimize investments in acquiring talent, and decrease pressures associated with talent management.



Capacity

Building the right team, providing consulting oversight, and increasing talent / function maturity.



Capability

Reducing the risk and raising the collective bar of the talent and work product through our capability maturity assessment and regular review of key SLAs by a dedicated service manager



Community

Developing purpose-driven and knowledge-based communities through a range of training and support to improve the team's capabilities and elevate the employee experience.

HOW WE HELP

360 Talent's Managed Recruiting Services offering consists of a suite of value-added services including:



Demand Management

Rapid anticipation of client hiring demand, evolving into proactive workforce planning



Sourcing

Recruiting the best candidates for 360 Talent with the right skills, experience, and acumen



Onboarding

Provide project-ready staff on Day 1 within the agreed-upon SLAs who can immediately add value, reduce risk, and save time



High Caliber People

Experience, qualified, and capable staff who fit within the client culture and provide training, coaching, and support



Service Assurance

Provide oversight and management, service delivery, and performance management



Tools and Training

Provide best practice tools, processes, training, coaching and methodologies, and shared expertise



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360 Talent Managed Recruiting Services vs. Traditional Recruiting

Category	Item	360 Talent	Traditional Recruiting
People Costs	<ul style="list-style-type: none"> Headcount Costs, Taxes, Benefits, Bonus 	<ul style="list-style-type: none"> Variable Depends on project size, length, & scope 	<ul style="list-style-type: none"> Fixed \$100-\$150k
Tools	<ul style="list-style-type: none"> Job Advertising >2000 sites Premium job advertising on LI ATS & client branded hiring portal Premium AI search tools Dedicated client Slack workspace 	<ul style="list-style-type: none"> Included 	<ul style="list-style-type: none"> \$10k - \$25k per recruiter
Additional Benefits	<ul style="list-style-type: none"> Experienced recruiting knowledge for designing sourcing & recruiting solutions Management of recruiting processes, candidate flow, and hiring manager interactions Best practice application for interviewing, offer creation, and negotiation Client resume database 	<ul style="list-style-type: none"> Included 	<ul style="list-style-type: none"> N/A
Agency Fees	<ul style="list-style-type: none"> Recruiting services for hard to fill positions 	<ul style="list-style-type: none"> Included 	<ul style="list-style-type: none"> 20-30% of annual salary

Contact us today to build your custom recruiting solution

WHY 360 TALENT

We solve **BIG** recruiting problems

Our teams bring the right combination of expertise, experience, and capability to support our clients end-to-end from strategy through delivery.

We maintain a strict focus on our clients and their needs at all times. Providing clarity, not a complication, 360 Talent helps clients quickly and effectively realize their hiring goals.



Amanda Stanzione
Founder & CEO

Amanda@360talent.io
404-668-5044



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360 Talent Managed Recruiting Services: Pricing

Resource Level	Rate	Resource Profile	Types of Positions
Partner	\$225 / hour	<ul style="list-style-type: none"> Fractional resource Lead strategy projects Lead delivery project kickoff 	<ul style="list-style-type: none"> N/A
Manager	\$160 / hour	<ul style="list-style-type: none"> Fractional Resource Lead delivery projects Screen Candidate Management Scheduling 	<ul style="list-style-type: none"> VPs Directors Managers
Sr. Recruiter	\$125 / hour	<ul style="list-style-type: none"> Fractional Resource Source & Screen Candidate Management Client Management Scheduling 	<ul style="list-style-type: none"> Directors Managers Individual Contributors Specialty Roles
Recruiter	\$95 / hour	<ul style="list-style-type: none"> Fractional Resource Source & Screen Candidate Management Client Management Scheduling 	<ul style="list-style-type: none"> Managers Individual Contributors Specialty Roles
Researcher	\$65 / hour	<ul style="list-style-type: none"> Fractional Resource Talent sourcing Initial outreach 	<ul style="list-style-type: none"> All

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