

Why retained?

When you fly first class, you don't just get shipped from A to B; you're not just paying for the end result. First class travel is about the journey, the experience, the calibre of service, the luxury, the calmness, the state of mind and body on arrival. It's about the extras; the champagne, the chance to sleep, relax or work effectively, the chauffeur driven cars, the serenity. It's about arriving ready for business, knowing that you could not have done more to make the necessity of travelling more enjoyable.

At Akascia, we believe retained search is a lot like flying first class. We believe it is the hands-down best way of finding the best possible people you can hire. The biggest difference in our case is that you get all the first class experience for no more than the price of the economy fare. Who wouldn't travel first class if the cost were the same as an economy ticket?

For us, recruitment is not about sending an invoice on a candidate's first day. It's about the journey to and beyond that point. Right from the first day of our engagement, we delve deep in to your market, researching and identifying relevant people. In the first few weeks we spend around 80% of our working day dedicated to your search, all the while keeping you updated with reports and calls to give you valuable insight and feedback. By the time we submit our shortlist, we'll have probably spent more than 125 hours working for you.

Recruiters working on a no-cure no-fee basis, rarely do market mapping. In a best case scenario, you'll see the best, available candidates on their database at that point in time. A retained search allows us to continue searching past candidates who are only a 60 – 70% fit that your other recruiters would have stopped at.

It allows us to seek out the top candidates who are an 85 – 95% fit to your brief, a near-perfect match to your culture and organisation, and those who are productive from day one. This really is what it comes down to; awesome people making awesome companies!

So, like first class offers a better way to travel, Akascia offer a better way of recruiting and we're extremely proud of how we do it.

We deliver the first-class experience; the extras, the attention to detail, the market insight, the turning of every stone, the calmness, the knowledge that you could not have done more to find the perfect candidate and the satisfaction that you've arrived at your destination in the best possible state.

Contact us today; we're confident that once you try working with us, you'll agree it's the only way to fly.