

# **Collins McNicholas**

**Recruitment & HR Services Group**

## **RECRUITMENT SOLUTIONS**

**Connecting great organisations  
with even greater talent**



Dublin

Athlone

Galway

Cork

Limerick

Sligo

## Who we are

Consistently deliver a world-class customer experience to our clients and candidates by providing innovative people solutions.



## What we do

We provide a range of agile recruitment solutions designed for your needs. Access the right recruitment solution for you:

**TALENT FIRST™**  
CONTINGENCY

**TALENT PARTNER™**  
RECRUITMENT PROCESS OUTSOURCING

**TALENT PLUS™**  
RETAINED

**TALENT FLEX™**  
TEMPORARY WORKFORCE SOLUTIONS



# TALENT FIRST™

CONTINGENCY

**CMcN**  
Collins McNicholas

A comprehensive talent search on a contingent basis (no placement no fee)

Preferential terms and priority service offered for working with us exclusively.

## Why our clients choose TALENT FIRST™

- 1 Critical hiring need
- 2 Time pressure
- 3 Limited internal recruitment resources
- 4 Access to extensive talent pool
- 5 Consultative approach

**Learn More:**

View a TALENT FIRST™  
client case study

### PACKAGE INCLUDES:

Dedicated point of contact

Initial brief with hiring manager

Advertising

Candidate sourcing

Screening process

Interview co-ordination

Managing offers

Candidate & client aftercare

*\*psychometric assessments available.*

[Learn more](#)



# TALENT PLUS™

RETAINED

**CMcN**  
Collins McNicholas

A priority recruitment service designed to source senior or niche skills.

Retainer invoiced on initiation of the search.

## Why our clients choose TALENT PLUS™

1 Bespoke targeted search

2 Exclusive partnership

3 Confidentiality / discretion

4 Proven track record

5 Niche skills or senior appointments

**Learn More:**

View a TALENT PLUS™  
client case study

### PACKAGE INCLUDES:

In-depth job spec analysis

Market analysis / benchmarking

Dedicated experienced consultant

Weekly progress reporting

Custom marketing and branded advertising campaigns

Extensive search campaign

Comprehensive candidate profiles

High touch candidate and client engagement

*\*psychometric assessments available.*

[Learn more](#)



# TALENT PARTNER™

RECRUITMENT PROCESS OUTSOURCING

# CMcN

Collins McNicholas

An outsourced solution transferring full ownership of the end-to-end recruitment process. Suitable for volume recruitment and can be delivered on a short term or long term basis.

## Why our clients choose TALENT PARTNER™

- 1 Limited internal recruitment resources
- 2 Volume recruitment with tight deadlines
- 3 Specialist niche hiring campaign
- 4 Cost effective solution
- 5 Scalable and agile solution
- 6 Outsource the recruitment process

[Learn More:](#)

View a **TALENT PARTNER™**  
client case study

### PACKAGE INCLUDES:

SLA consultation to align  
with your hiring process

Dedicated account team

Integration with your ATS/CRM

Recruitment activity reporting

Conduct interviews if required

Issuing of employment contracts  
if required

Onsite recruiter support  
depending on volume

*\*psychometric assessments available.*

[Learn more](#)



# TALENT FLEX™

TEMPORARY WORKFORCE SOLUTIONS

**CMcN**  
Collins McNicholas



1,500 temporary assignments annually



97% satisfaction rate with agency workers



Retained Employment Law expert



Multi-payroll service provider

## Why our clients choose TALENT FLEX™

**1** Remove headcount challenges

**2** Manage planned or unplanned spikes in demand

**3** Evaluate suitability with minimal commitment

**4** Cost effective solution

**5** Take the pain out of payroll

**Learn More:**

**View a TALENT FLEX™  
client case study**

### PACKAGE INCLUDES:

Complete Talent First or Talent Partner recruitment process

Issuing of Collins McNicholas contracts

Management of the onboarding process

Complete outsourced payroll service

Point of contact for all employee relations

Regular onsite meetings to support agency workers

Agency workers engagement programme

*\*psychometric assessments available.*

[Learn more](#)

# Our Services in Summary

## Service Included

Dedicated point of contact	✓	✓	✓
Initial brief with hiring manager	✓	✓	✓
Advertising	✓	✓	✓
Candidate sourcing	✓	✓	✓
Screening process	✓	✓	✓
Interview co-ordination	✓	✓	✓
Managing offers	✓	✓	✓
Candidate and client aftercare	✓	✓	✓
Preferential terms and priority service for working with us exclusively	✓	✓	✓
In-depth job spec analysis		✓	✓
Market analysis / benchmarking		✓	✓
Dedicated experienced consultant		✓	✓
Weekly progress reporting		✓	✓
Custom marketing and branded advertising campaigns		✓	✓
Extensive search campaign		✓	✓
Comprehensive candidate profiles		✓	✓
High touch candidate and client engagement throughout the process		✓	✓
SLA consultation to align with your hiring process			✓
Dedicated account team			✓
Integration with your ATS/CRM			✓
Recruitment activity reporting			✓
Conduct interviews if required			✓
Issuing of employment contracts if required			✓
Onsite recruiter support depending on volume			✓




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