

## Hamilton Recruitment | Contingent Recruitment



**Contingent recruitment is a type of recruitment that involves a recruitment being carried out for companies on a contingent (project-by-project) basis as and when needed.**

To land a placement, the recruitment agency needs to work quickly: gathering and submitting as many appropriate CVs as possible. All of the potential candidates' details are sent to the employer so they can make their final decision as to whom to take forward for interview.

Why the speed and why so many CVs? It's for these reasons:

- With this type of approach, the client may well be using other agencies to fill the role in the belief that they are spreading their risk and getting the fastest and widest access to the market. Further, they may also have their own strategies and adverts for finding their new hire. As a result, since the recruiter is only paid for a successful placement, they need to make very sure that one of the candidates from their Applicant Tracking System or database is selected. And fast!

- Also, let's say James is looking for a job with an offshore audit firm. She signs up with three recruitment agencies, A, B, and C. When the audit firm needs a new employee, they contact agencies A, B and C. Whoever matches James to the job first is going to get paid – the other agencies won't get anything for the time they have spent working on the assignment

Therefore, as a result of the higher level of risk involved – quite possibly not getting any commission for their recruitment work – contingent recruiters are often motivated to put candidates forward to a company more quickly than retained recruiters in order to try to get a higher 'hit rate'.

### **Conclusion**

The contingent recruitment approach is obviously a speedy way to fill vacancies. But many agree it's not the best.

For understandable reasons – in that his or her efforts may go unpaid – a recruitment agency is focused more on getting the job done quickly and less on the quality of the candidates submitted, compared to a different mandates such as the retained search option or working with the client exclusively for an agreed period of time.