Ready to start recruiting better?

Talent acquisition sorted.

High performing recruitment.

Done.

In the world of talent, there are those that do it the hard way and those that are unpinned by talent experts and tech that makes talent acquisition a joy.

But getting the right people for your company can be tough...really tough! Especially with an ever shifting landscape and a radical increase in demand for highly skilled individual's.

That's why we're here. We're all about helping organisations scale in an effective and structured approach to place candidate and hiring manager experience front and centre through tech and talent expertise.

Think of us as your painkiller for all those recruitment headaches...

Applicant tracking system

Struggling to manage your recruitment? Keeping track of your applicants can feel like a lot. Whether it's getting the right people applying for your roles, scheduling interviews, or creating the smoothest of the smooth candidate experience - we could all do with a buddy to help us out.

Check out what our Applicant Tracking System can do for you on **page 5**

Diversity & Inclusion

Understand your D&I talent landscape. With growth comes responsibility and a need to understand how your business language is impacting talent for your organisation. Have true real time metrics and reporting functionality that show the diversity of your talent pool. This is engagement enhanced

Check out everything you need to know about our diversity and inclusion on **page 14**

Recruitment agency

"An investment in knowledge pays the best interest" – Benjamin Franklin

Having a talent partner that is aligned to your future organisational chart and shares your vision and values is the key to any growing business. With this in mind, our delivery team act as a true partner to facilitate growth and support, not only talent but candidate engagement with your brand.

Check out what makes our Recruitment Agency different on **page 13**
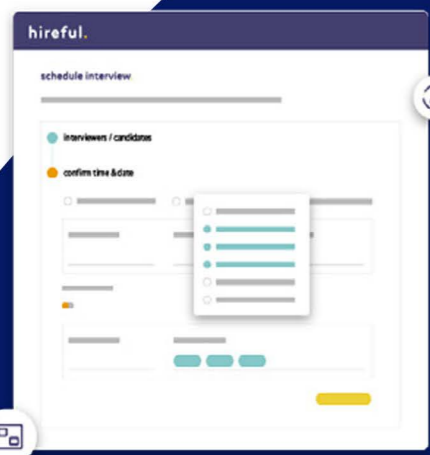
Training, education & support

Depending on your talent model we have a variety of services all designed with giving you a competitive edge. Our customer success managers are experts in what great looks like both internally and to the candidates you are trying to attract. We have a range of learning opportunities from practical onsite training to modular remote support around D&I, marketing insights, competitor analysis, bench marking & seamless onboarding.

The applicant tracking system you'll wonder how you ever lived without

Give candidates the experience they want

Once those awesome candidates have found you want them to stay with you. That's why for our own business we're focused on creating a bloomin' brilliant candidate experience.

You can enjoy amazing candidate-friendly features like:

· Easy apply job board integrations
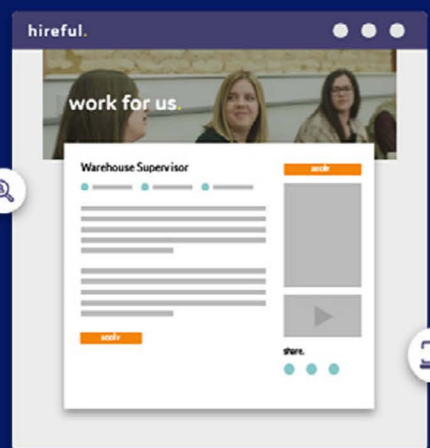· Interview and new hire surveys
· Onboarding

Streamline and automate

All that recruitment admin really shouldn't be taking up too much of your time. You can have a system that's tailored to what you need, with the flexibility to manage all your recruitment with ease.

These are just some of the ways the ATS can give you back your time:

· Automated emails
· Auto-reject questions
· Self-service interview scheduling

Collaborate to work more effectively

No more emails back and forth. Work with your team, hiring managers and agencies all through the ATS. Not only does this save time, it helps you achieve the best result for everyone.

Work together, better, with these handy features and more:

· See your colleagues' notes regarding each applicant
· Control what you'd like your hiring managers to see and do
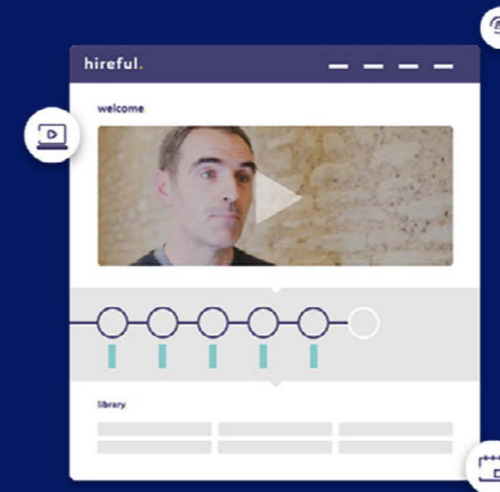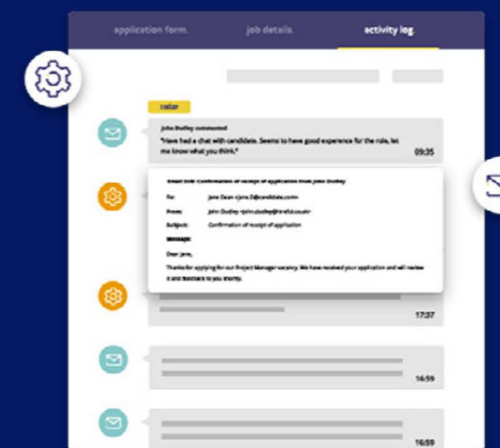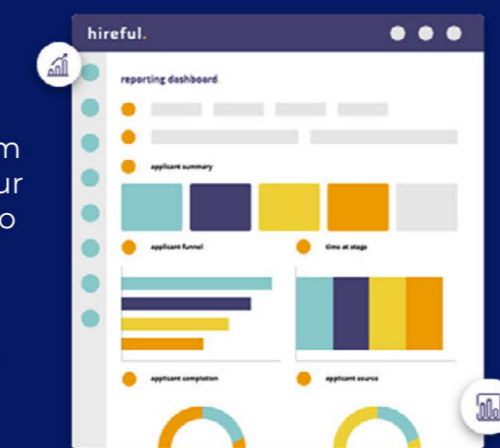· Agencies submit everything online, from signing up to your PSL to submitting candidates

Attract the right talent

You want the right people to join your team? The best ones know what they bring to the table. This makes them more choosy when it comes to where they apply. Tell your story and give the top candidates more reason to want to work with you.

You get access to a careers site or vacancy page where we help you put together engaging content to show off:

· All your latest jobs
· What your organisation does
· Why candidates should join your team

Give candidates the experience they want

Recruiting might be all about the individual, but numbers sure help. Where do your hired applicants come from? What's your time to hire? How are your applicants looking in terms of diversity? Don't fret, we have the answers.

With the reporting feature you can:

· See all your most important data in real time with the dashboard
· Export your reports to excel or as images
· Drill down to the data you really need with advanced filters

Using the ATS has saved us a lot of admin time. Our recruitment process has been completely streamlined and we now have everything in one place. It has made life so much easier!

- HR Manager

How much does it cost?

one size doesn't fit all, so with this in mind here are the options..

instant.

Minimum number of positions registered with Ascent Group
5 per annum
on an exclusive basis & subject to our terms of business
or
£12,000
minimum annual spend

One Internal resource license

for complete access to the ATS to manage all of your positions across the business.

10 hiring manager licenses

features

Customisable application form job specific questions
Mobile friendly for candidates
Job alerts to candidates
Post to social media
Publish to: Indeed, Glassdoor, GOV.UK - Find a job, your careers page
Search & talent pool applicants
Forward applicants via email
Interview scheduling
Hiring manager portal
Recruitment agency portal
Standard MI reports
HRIS integrations
GDPR compliance
Phone & email
Support/training

RaaS.
(Recruitment as a Service)

Perfect for the scaling business that requires a robust talent approach coupled with consistent costs.

Minimum number of positions to be defined by the business **(minimum 5 per annum)** fully managed end to end by Ascent Group but costs spread across the year.

5 heads per annum - **£4000 per month**

10 heads per annum - **£7500 per month**

*The above monthly charge will cover the recruitment cost for hiring the relevant number of positions

Ascent Group dedicated Customer Success Manager – delivering across all relevant positions.

2 Internal resource licenses for complete access to the ATS to manage all of your positions across the business.

Instant features +

Bespoke recruitment workflow
Fully managed implementation
Onsite training
Bespoke applicant scoring
Automatic talent pooling
Indeed & Reed easy apply Careers video on job adverts
Multi-job branding
Printable job bulletin
Publish to: TotalJobs, Jobsite, Reed, CV-Library, your intranet
Fully branded candidate experience
Weekly talent update report
Market insights and competitor analysis

Talent professional.

We know talent inside out! Being shoulder to shoulder with your business, we will be your onsite talent function and will give you an end to end solution.

Bringing in great talent across the spectrum of different skills and sectors is a daunting task, so let our professionals deliver the complete solution and manage every aspect of talent to your business.

Commercial agreements will be subject to each individual business requirement, we will create a cost effective solution that hits the organisational development strategy.

Every company has differing requirements when it comes to the outsourcing of a talent function, so with this in mind we tailor our service offering to your individual needs.

Our costs are always inclusive, transparent and highly competitive for the value we will bring in developing your business.

RaaS features +

Outsourced talent solution
Supplier management and negotiations
Data analytics on support performance
Onsite talent manager
Branding and EVP
Job advert design
Candidate engagement pack
Psychometric profiling

Santander

"TechNET were truly interested in understanding our real requirements and criteria for vacancies, and put forward good calibre candidates with appropriate skills and capabilities. This meant we were able to save time by interviewing fewer, and moving to selection and appointment very speedily. Highly recommended and will use again for the future."

IT Relationship Manager.

"TechNET took time to understand our requirements and matched the skills of the candidates to the roles we needed. Our need to place people is often urgent, and based on their performance so far I have no doubts that they are able to meet aggressive deadlines without compromising the quality or suitability of the candidates"

IT Program Manager.

"TechNET IT Recruitment Ltd has been among the most pro-active and resourceful recruitment agents I have had the pleasure of working with in recent years. In my experience to date, I have found them to be a safe pair of hands. I hope to be working with TechNET in the future."

HR / Recruitment Manager.

Ascent Group - We are what we do

Hiring the right talent is fundamentally critical to the success of any organisation. Ascent Group is first and foremost, a talent solution partner that will support both BAU and growth based talent challenges.

Our three tiered model brings our business closer at each step to understanding and delivering services that will solve a solution today and create a robust road map for talent tomorrow.

We are analytical and data driven in our approach to assess and recommend solutions for heat spots around talent challenges. No two companies are the same but there are often similarities in areas for improvement.

As a talent partner for over 21 years to a range of businesses, we are able to swiftly evidence quick wins and stepped change in a clear and structured manner to effect positive output in talent.

Every business starts somewhere and here is a selection of companies that Ascent Group are proud to of have supported and built over the past two decades

ebay   Mercedes   IG   Gumtree   BAIN & COMPANY

IBM   easyJet   NTT   WORLDFIRST

Alipay   NEC   CAPITA   LOTUS

 Consumer Tech   Financial Services

 Start up   e-Commerce

 Consultancy   Telecoms

 Immersive Tech   Digital

 Executive Search   IT

Diversity and Inclusion

Ascent Group have always been an ambassador for Diversity and Inclusion and we practice what we preach having several members of the team involved as ambassadors for various D&I projects.

Understanding your data around Diversity and Inclusion is the first step in affecting positive change.

The technology that underpins our recruitment success has a full reporting suite that gives you instant information for pre & post hire review on:

•Race

•Religion

•Age

•Gender

•Disability

•Sexual orientation

Data tells a story and understanding this data will start to challenge the process in your business approach. We will review language in job adverts to interview techniques and unconscious bias to make sure your brand, vision and values resonate with the talent you need.

Our proposition vs others

RaaS quite simply is a talent function designed to mould around your business in a cost effective manner but with an enhanced proposition over a standard contingent talent model.

Delivering talent for your future organisational structure can be filled with complexities.
Knowing the path ahead, select a partner that can focus on quality individuals

Internal recruiter	Agency PSL	Talent Partnership - Ascent
No CRM / Database of candidates.	Varying levels of resources based from agency to agency.	Latest tech stack based on the world's largest recruitment CRM – Bullhorn with full candidate parsing / integration. 21 years of accumulating and engaging candidates with a candidate base of close to one million candidates. Access to over 8 million in Europe.
No applicant tracking system or viable method to manage candidates without considerable expense.	No applicant tracking system or viable method to manage candidates without considerable expense. Entirely reliant on the agencies to represent your business in the market with varying levels of success.	Implementing a full Applicant Tracking System to the business powered by the latest software in candidate automation and engagement with full reporting on D&I, candidate management, full GDPR compliance, activity tracker and best in class candidate experience.
Single person running recruitment having to cover all aspects of recruitment and talent acquisition. Time needed to understand culture and requirements of the business before becoming effective.	Multiple contact points and heavy time allocation required to make sure all parties are operating at a level. Contacts moving on in agency and having to reskill future contacts for alignment. Lack of quantity and quality.	A full talent team of individuals that have multi-disciplined resourcing expertise that is headed up by a Customer Success Manager. A proven track record of great talent, coupled with experience of delivering on multiple volume recruitment campaigns.
The scale of the task –no opportunity to respond to scale, so likely to outsource to a recruitment agency.	Multiple agencies scratching the surface of the talent pool rather than deep diving and bring the best talent to your business.	We are underpinned by a best in class talent delivery function and can pull on further internal resource should there be any.
	Agency partners sending candidates to multiple clients to maximise returns.	Further need to amplify applications or a greater spread of the market.
Limited resources to engage candidates,	Multiple individuals at varying levels of competency to engage and assess relevant candidate for your business. Inconsistency in brand representation and quality of candidates.	TechNET subscribes to the following CV databases – Jobsite, CWJobs, Jobserve, Reed, Monster, Stack Overflow TechNET is an enterprise LinkedIn customer and all recruiters have LinkedIn recruiter with LinkedIn university training. TechNET is a source breaker enterprise customer allowing our recruiters to aggregate across multi platforms to identify the best possible candidates for our customers. Alongside the above TechNET has partnered with 2 automation software providers optimising candidate engagement and response rates.
Average cost for 10 hires Salary + Bonus + NI + Pension + Sick/holiday + L&D / Desk Cost + onboarding + likely agency fee's £120,000+	Average cost for 10 hires based on 20% average fee £120,000+	A defined cost for 10 hires with significantly increased value proposition £72,000 spread into monthly costs of £6000 per month.
Net Cost – Ineffective.	Net Cost – Ineffective.	Net Cost – Highly effective.

Who we're already helping to hire

ASCENT GROUP

**ready to get started?
give us a bell.**

e: info@technet-it.co.uk
t: 0330 335 5674