

A dark, high-contrast background image showing several construction workers wearing hard hats and safety vests, appearing to be working on a large-scale project like a bridge or industrial building.

# JUST RECRUIT<sup>+</sup>

## SCALABLE, STRATEGIC & SUBSCRIPTION-BASED RECRUITMENT

Built for Construction Firms  
Ready to Hire Smarter

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### JUST CONSTRUCTION

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CONSTRUCTION & ENGINEERING  
SPECIALIST RECRUITERS

[just-constructionrec.com](http://just-constructionrec.com)

# JUST RECRUIT<sup>+</sup>

our subscription based recruitment solution  
designed to give you everything you need to  
hire smarter, faster, and more affordably.



NO  
INFLATED  
FEES



NO PUSHY  
SALES  
TACTICS



JUST  
RESULTS



## WHAT IS?

# JUST RECRUIT<sup>+</sup>

Just Recruit+ is a fully embedded recruitment partnership delivered through a fixed monthly subscription. It gives you ongoing access to a dedicated on- or off-site recruiter who manages your hiring from start to finish.

From market research and attraction strategies to onboarding and retention support, we're with you every step of the way.

You'll receive a tailored hiring experience backed by Director-level support, without the unpredictable costs of traditional agency fees.



### THE SUBSCRIPTION MODEL

The subscription model is built for businesses looking for the value a recruitment partnership brings. We'll map the market to identify the best talent, help you develop your employer brand positioning to attract them, then review hiring processes to make sure you can hire and onboard them successfully.

This is an end to end recruitment service that also has the benefit of helping your budget forecasting with a monthly subscription fee instead of irregular payments upon placement. If you want maximum value in terms of service and cost, the Subscription model is right for you.

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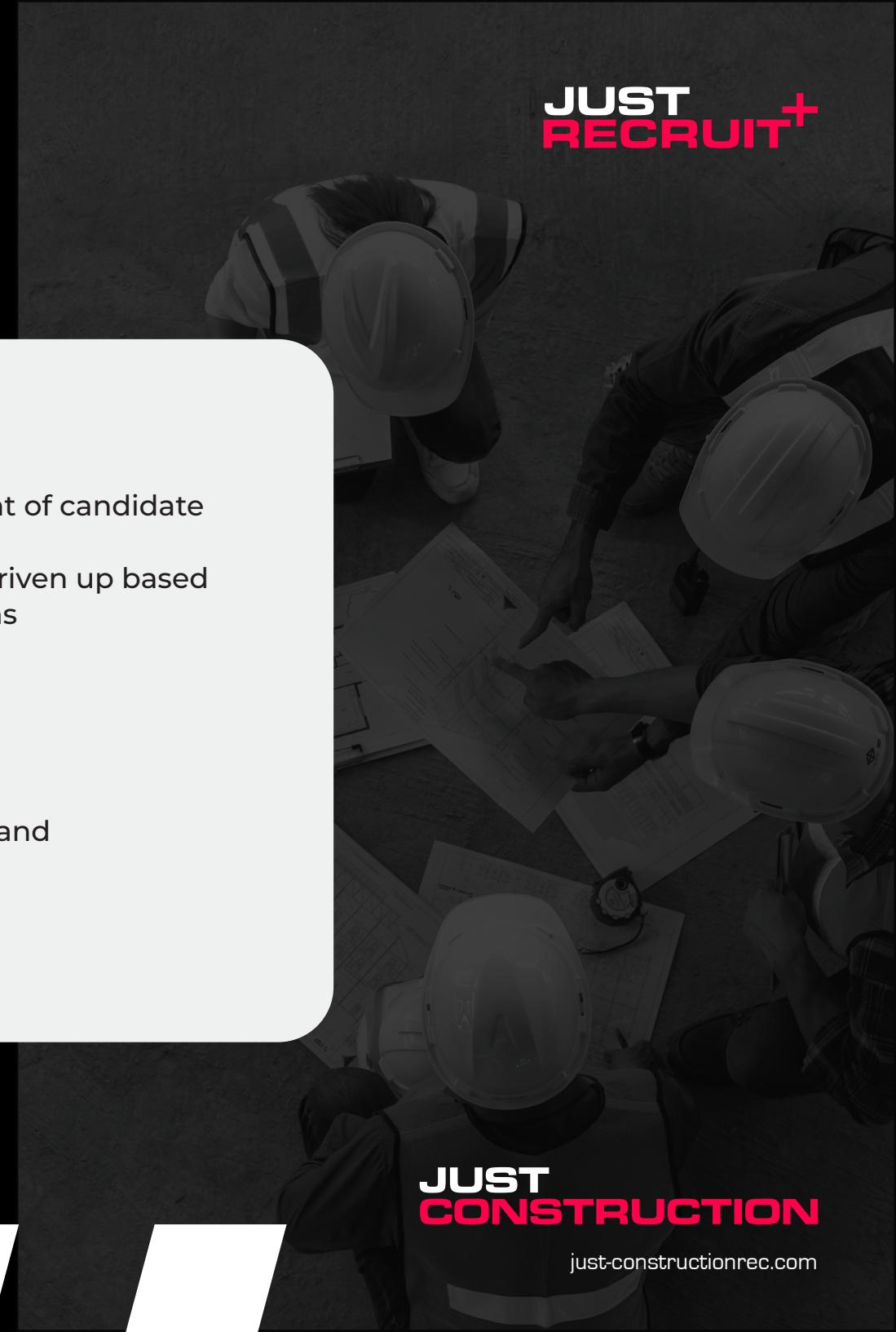
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## CURRENT ISSUES YOU MAY FACE ...

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- Investment Not Protected Enough
- Not given enough time to make assessment of candidate
- Solution is based on 'Sales' so fees will be driven up based on candidate salaries and market conditions
- Rebate Issues / Late Payment Penalties
- Large investments during growth spurts
- Agency not truly invested in your business and where its going
- Not able to budget effectively



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## WHY SWITCH?



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- Fixed monthly or quarterly billing
- True partnership, not transactions
- End-to-end hiring expertise
- Predictable, scalable hiring that grows with you



Traditional recruitment models often leave you with:

- Inflated fees based on salary percentages.
- Sales-driven recruiters focused on commission.
- Lack of strategic investment in your long-term success.
- Budget uncertainty during growth phases.

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## HOW IT WORKS

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A fully customised recruitment strategy



Embedded recruiter(s) aligned with your growth goals



Predictable, scheduled payments via GoCardless



No hidden costs or penalty clauses



Director-level relationship management



Regular reviews and progress updates



Peace of mind with replacement guarantees on all hires



## THE BENEFITS

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### FEATURE

Predictable Budgeting

- Fixed monthly/quarterly fees for financial planning

Full Hiring Support

- From vacancy brief to offer acceptance.

Market Advantage

- First access to passive and hard-to-reach candidates

Monthly Insight Reports

- Market intelligence, salary trends, retention improvements

Partnership, Not Sales

- Aligned with your business success, not commission targets

Scalable Model

- Adjust as your hiring volume changes

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End-to-end recruitment for all vacancies (all levels).

Replacements for leavers, even those we didn't place.

Proactive candidate sourcing (even when you're not hiring).

Monthly construction market and salary reports.

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Your subscription includes ...



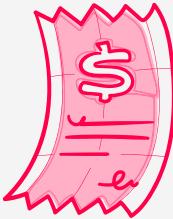
Interview space at our offices if needed.

Regular strategy and performance reviews.

Direct access to Director-level support.

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# PROPOSAL EXAMPLE

Just Construction will carry out an assessment on your last years recruitment spend and upcoming growth to gauge what level of monthly investment it will take to manage your account.

► The details below are an example and not a proposal we are offering!!

## YOUR SPEND

Last Years Spend	\$125,000	(10 Hires)
Projected Spend this year	\$150,000	(12 Hires Market Salary Increases)
<b>Average Spend</b>	<b>\$137,500</b>	<b>(11 Hires)</b>

## ESTIMATED COST

\$137,000 – 25%	(Subscription / Retainer Discount) =
	\$103,125
	\$103,125 / 12 =
<b>12 Monthly Payments</b>	<b>\$8,593.75</b>
<b>4 Quarterly Payments</b>	<b>\$25,781.25</b>

\* This is a solution that fits your business, its not a 1 size fits all. We can build your solution in a way that fits your timescale and your budget \*



## WHY PARTNER WITH US?

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### RELIABILITY

We deliver on our promises.



### SPEED

We move fast, because your time matters.



### HONESTY

We're straight-talking and solutions-led.



### HUMAN TOUCH

We make recruitment feel less corporate and more collaborative.



### VALUE

We focus on long-term results, not quick wins.

► We're not just filling roles, we're helping you build teams that stick.

► Working with Just Construction means working with people who value your time, trust, and requirements.

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# READY TO TALK

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