



**JUST
RECRUIT+**

AN EMBEDDED
RECRUITMENT
MODEL

FOR PROJECT-DRIVEN
CONSTRUCTION & ENERGY TEAMS

**JUST
CONSTRUCTION**

CONSTRUCTION & ENGINEERING
SPECIALIST RECRUITERS

just-constructionrec.com



JUST RECRUIT⁺

A subscription-based recruitment model designed to give construction businesses predictable hiring, embedded delivery, and full cost control.





WHAT IS?

JUST RECRUIT+

Just Recruit+ is an embedded recruitment partnership delivered through a fixed monthly subscription.

We operate as an extension of your internal team, supporting ongoing, project-based, or volume hiring without the unpredictability of traditional recruitment fees.



THE JR+ MODEL

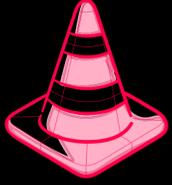
JR+ turns recruitment from a reactive expense into structured workforce infrastructure.

It provides:

- Dedicated embedded recruiter support
- Agreed hiring roadmap
- Ongoing market and salary intelligence
- Competitor movement tracking
- Proactive candidate pipeline development

Instead of paying per hire, you invest in consistent recruitment capacity aligned to your delivery schedule.

The result: controlled hiring, stronger retention, and improved workforce visibility.



CURRENT ISSUES

YOU MAY FACE ...

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- High cost exposure with no hiring certainty
- 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
- Short Gaurantee Periods
- Uncontrolled recruitment spend during growth phases
- 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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- Dedicated recruitment capacity
- Structured workforce planning
- Hiring Roadmap alignment
- Controlled candidate flow

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

**JUST
RECRUIT+**



Workforce planning
& intake



Embedded recruiter(s)
aligned with your
growth goals



Active Market Mapping
& Budget Control



Reporting &
performance reviews



Director-level
relationship
management



Regular reviews and
progress updates



Structured replacement
protection under agreed
terms



THE BENEFITS

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FEATURE

Workforce Cost Predictability

Full Hiring Support

Market Advantage

Monthly Insight Reports

Service, Not Sales

Scalable Model

WHAT YOU GET

➤ Fixed monthly/quarterly fees for financial planning

➤ From vacancy brief to offer acceptance

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

➤ Market intelligence, salary trends, retention improvements

➤ Aligned with your business success, not commission targets

➤ Recruitment capacity that scales with project demand



THE RIGHT FIT FOR JUST RECRUIT+

JR+ IS DESIGNED FOR:

- Ongoing hiring needs
- Multi-role or multi-site delivery
- Businesses looking for long-term control and consistency
- A minimum 6-month commitment
- An agreed hiring roadmap (priorities, timelines, role planning)
- Forecasted hiring volume
- A dedicated point of contact to work with the Just Construction team

JR+ MAY NOT BE THE BEST FIT FOR:

- One-off hires
- Price-led recruitment
- Short-term urgency only
- Businesses that prefer recruitment to stay purely transaction-based
- Teams that are not yet ready to commit to a 6-month partnership
- Hiring needs that are still unclear or difficult to forecast right now
- Organisations without a clear point of contact to coordinate hiring internally

**Embedded
Recruiter Capacity**

Dedicated recruiter support aligned to your hiring roadmap and project pipeline

**Structured
Workforce Planning**

Quarterly hiring roadmap reviews and workforce forecasting aligned to delivery

**Proactive Talent
Pipelining Development**

Market mapping & candidate engagement even between active vacancies

**Director-Level
Oversight**

Strategic input, escalation support & commercial alignment

JUST RECRUIT+

Your subscription includes ...

**Replacement
Protection**

Strategic input, escalation support & commercial alignment

**Market Intelligence &
Salary Benchmarking**

Ongoing reporting on hiring trends, salary movement and competitor activity

End-to-End Delivery

From role briefing through to offer management and onboarding advisory.

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WHY PARTNER WITH US?

JUST RECRUIT+



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 supporting long-term workforce delivery.
- Working with Just Construction means working with people who value your time & trust.



READY TO
TALK

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