

COMMERCIAL OFFER AND GUARANTEE

for Skalarr
ON RECRUITING SERVICES

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What you will get

- Getting to a job offer in 50 days
- Show the first resumes on the 7th day of cooperation
- Only relevant CVs and candidates that are interested to work in your company
- Systematic updates about the work and the progress on your vacancies
- Premium service – fast and quality search, individual approach to each candidate
- Prescreened candidates (English is tested by having a real-time conversation with a recruiter)
- Get feedback in 24 hours
- Constant communication with the candidates and hiring managers at Scalarr
- Only good applicants to choose from – each candidate can successfully do the work
- A guarantee that our agency will never approach the candidate that we have placed at your company with another job offer, as long as he/she is working with you

Stages of the workflow

- Receiving the requirements of your vacancies, estimating how much time it will take to present you with applicants
- Contract signing
- Producing the "Recruiting-plan" with precise information of the market segments in which new candidates should be hunted and selecting the search methods such as executive search, database research or use of all available resources
- Sourcing and screening the candidates. We conduct a skype/telephone interview to determine whether a candidate has required soft skills, test references and prepare a short summary for you with our comments
- Staying in touch with the candidate that you have chosen during the entire process of transition from his/her current job to your company
- Further search of suitable candidates in order to have other applicants in the pipeline if chosen candidate refuses to accept your offer

Methods of search

- ATS (80 000+ CVs)
- Direct search (through private network, recommendations)
- Social networks: LinkedIn, GitHub, Stack Overflow, Facebook, G+, VK, Twitter, Behance, MeetUp, Dribbble, RubyGems, Kaggle ect.
- Messengers: Skype, Viber, Mail, Google hangouts, WhatsApp etc.
- Job sites: dou, djinni, hh.ua, work.ua, rabota.ua etc.

OUR CLIENTS



Recruiting conditions & Service cost

1) Exclusively based (only our agency responsible and take care about recruiting process).

First option: Our fee - 10% of annual salary, but not less than \$2000.

Prepayment \$1000 after we will sign the contract.

Second option: Our fee - 12% of annual salary, but not less than \$2000.

No prepayments.

2) Non-exclusively based (with other recruiters or/and Client).

Our fee - 15% of annual salary, but not less than \$3000.

Prepayment \$1500 after we will sign the contract.

Warranties - 1 free of charge replacement in 3 months if our candidate didn't pass trial period, for C-Level - positions after 6 (six) months.

Compensation \$1500 if:

- the Client decides to stop working on the vacancy / cardinally change the terms of the vacancy after Sunvery has presented at least 2 candidates who have successfully passed a technical interview on the Client's side;
- the Client decides to terminate the contract / change the opinion on the partnership after Sunvery has presented at least 2 candidates who have successfully passed the technical interview on the Client's side;

These terms come into force only after the first successful closing of the Client's vacancy.