

# The True Cost of Recruitment: A Business Checklist

A practical checklist for Australian businesses to cut through the noise and hire with confidence.

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# The True Cost of Recruitment: Why Value Beats Volume Every Time

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Recruitment isn't about flashy databases or quick wins. The real cost comes down to quality of hire, retention, and the ROI on your team's performance.

This checklist helps you:

1. Spot where recruitment costs can blow out.
2. Understand why specialised agencies save money long-term.
3. Make smarter decisions about which recruiter is the right partner.

# The Checklist

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## 1. Upfront Fees vs Long-Term ROI

- ☐ Am I only looking at the invoice, or the turnover costs of a bad hire?
- ☐ Has the recruiter explained how they reduce attrition.
- ☐ Do they talk retention as much as placement?

## 2. Quality vs Quantity

- ☐ Are CVs tailored and relevant, or generic?
- ☐ Does the recruiter know my industry inside out?
- ☐ Do they assess cultural fit, not just skills?

## 3. Hidden Costs to Watch For

- ☐ Time wasted sorting irrelevant candidates.
- ☐ Training costs when the wrong hire slips through.
- ☐ Productivity losses from poor fit or high turnover.

# The Checklist Continued:

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## 4. Relationships & Trust

- ☐ Do they understand my business drivers?
- ☐ Is communication personalised, not transactional?
- ☐ Do I trust them to represent my brand to candidates?

## 5. Flexibility in Payments & Process

- ☐ Do they offer payment options that suit my cashflow?
- ☐ Are rates reflective of quality, not a race to the bottom?
- ☐ Can they adapt to urgent and long-term needs?

# Quick Takeaways

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- Specialised recruitment isn't more expensive, it's more effective.
- Big agency volume  $\neq$  better results.
- The right partner focuses on fit, retention, and ROI.

Are smaller agencies more expensive? Not really. Upfront fees may look higher, but specialised recruitment saves money by reducing turnover, improving retention, and delivering quality candidates who fit long-term. That's true value.







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