onity_

FLAT RATE RECRUITING

DIGITAL RECRUITING-AS-A-SERVICE PLATFORM

Onity_ IT Recruitment Experts

5+
years in
the market

9K+
experienced
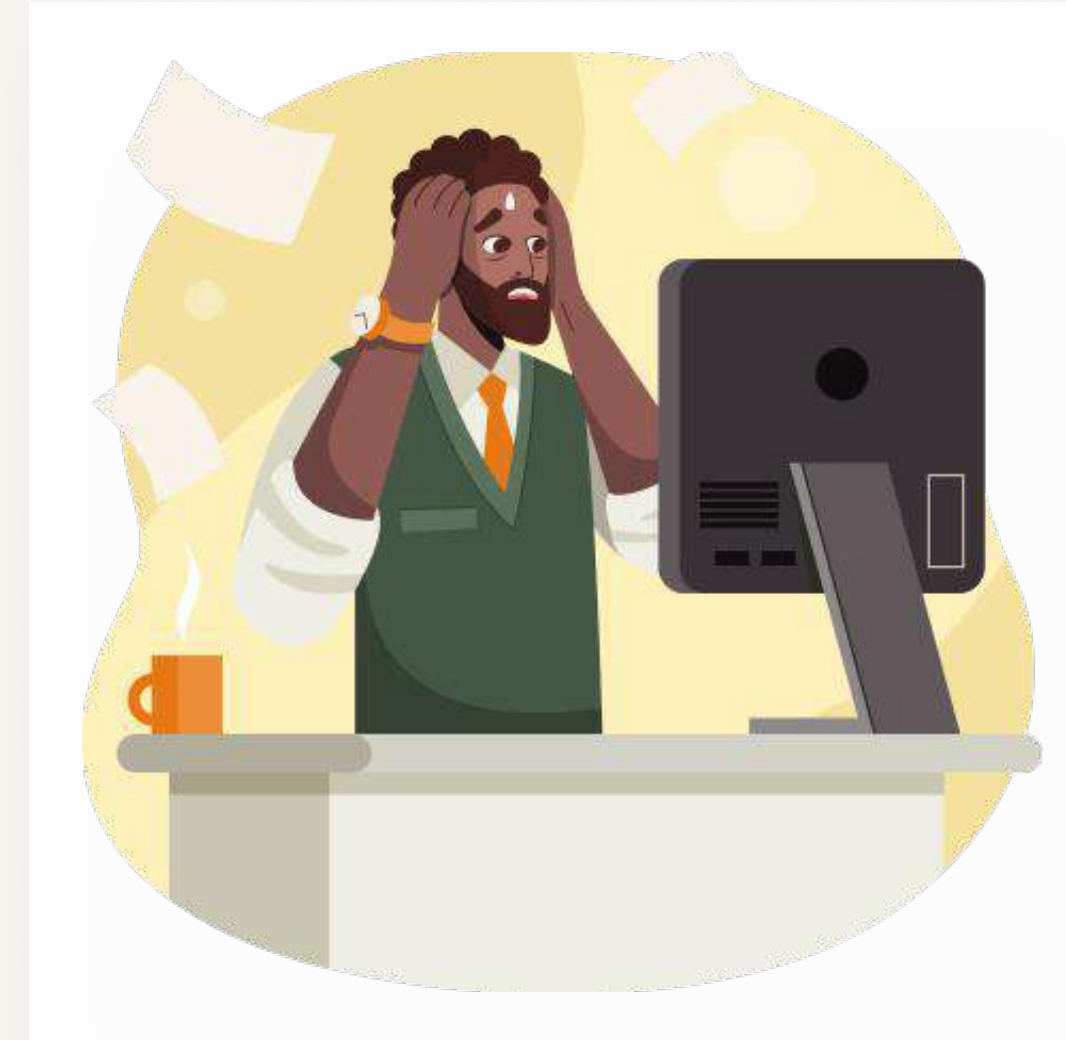candidates

100+
satisfied
clients

21
days on average
to fill a position

500€
starting price per
month for
recruiting services

We help companies to fill urgent vacancies quickly and easily, without the high costs associated with traditional recruitment.

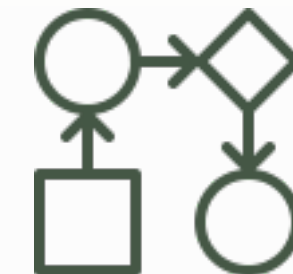# Identifying the top 5 pain points in recruiting in 2024

Shortage of qualified specialists in theGerman market.

Lack of internal IT-Recruitment expertise.

Constantly or periodically overloaded HR team swith high recruitment needs / lack of HR resources.

Time-consuming recruitment and long hiring processes.

High costs of traditional external recruitment services.

Flat Rate Recruiting

We offer you a digital recruiting as a service platform that combines well-organised, customisable and easy-to-manage hiring processes, automation tools including AI, and the extensive IT recruitment expertise of our consultants.

Benefit from a fixed price, regardless of salary level or number of employees you hire.

Take advantage of customised hiring processes, search requirements, message templates and qualification guides.

Start, pause, and resume services when needed.

Receive ongoing support and assistance from our dedicated consultant.

We Made Recruiting Service Affordable for Every Business

The platform gives you access to experienced IT recruiters with an established candidates network, whom you don't need to hire and train, but can start immediately.

You receive a significant number of candidates who are selected and pre-qualified for your positions.

You save human resources, time and money by delegating active sourcing, interviewing and other recruiting tasks to our experts.

You significantly reduce recruiting costs compared to the services of traditional recruitment agencies.

Key Advantages

FAST START

From the moment you sign the contract, you get an access to IT recruiters with years of expertise and an established network, who can search for you immediately. Our average time to fill a position is 21 days.

FAIR AND TRANSPARENT PRICING

You only pay for the services you actually need, between €500 and €3.000 per month, for as long as you actually need them. The fixed monthly price offers you planning stability and applies regardless of salary levels or the number of employees you are hiring.

PART OF YOUR TEAM

We work hand in hand with your HR team to strengthen it in times of increased workload, cover absences due to vacation, illness and parental leave, and contribute our expertise and network to the respective recruiting task.

We take over your recruiting processes partly or completely, so that you can find the right candidates in good time.

THE RIGHT CANDIDATES

We present you with the right pre-qualified candidates, which saves you significant time.

We take a dynamic approach, conduct an active search and get in direct contact with the top talents. This proactive strategy multiplies your recruiting chances and gives you a competitive advantage in attracting the most desirable candidates, who are often not actively looking for the new job.

What the platform offers you:

Job management:

- Automate your job postings on over 15 job portals, targeted for IT professionals in Germany and other countries (optional).
- Add, adjust, close and replace positions at any time.
- Receive and manage all applicants and jobs on a single platform.

Candidate management

- Benefit from customized hiring processes for each role, adapted to your company-specific process.
- Maintain a clear overview of all candidates, starting with the first contact with them.
- View comprehensive candidate profiles, including resume, contact details, screening and interview summaries, etc.
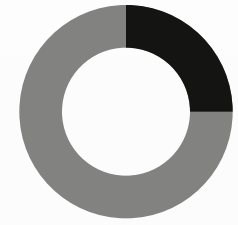
Recruiting management:

- Involve all decision makers.
- Monitor pipelines and KPIs.
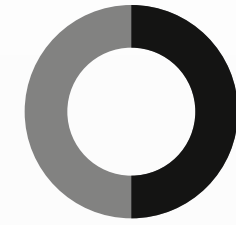- Work through comments, tasks and meetings with your assigned recruiter.
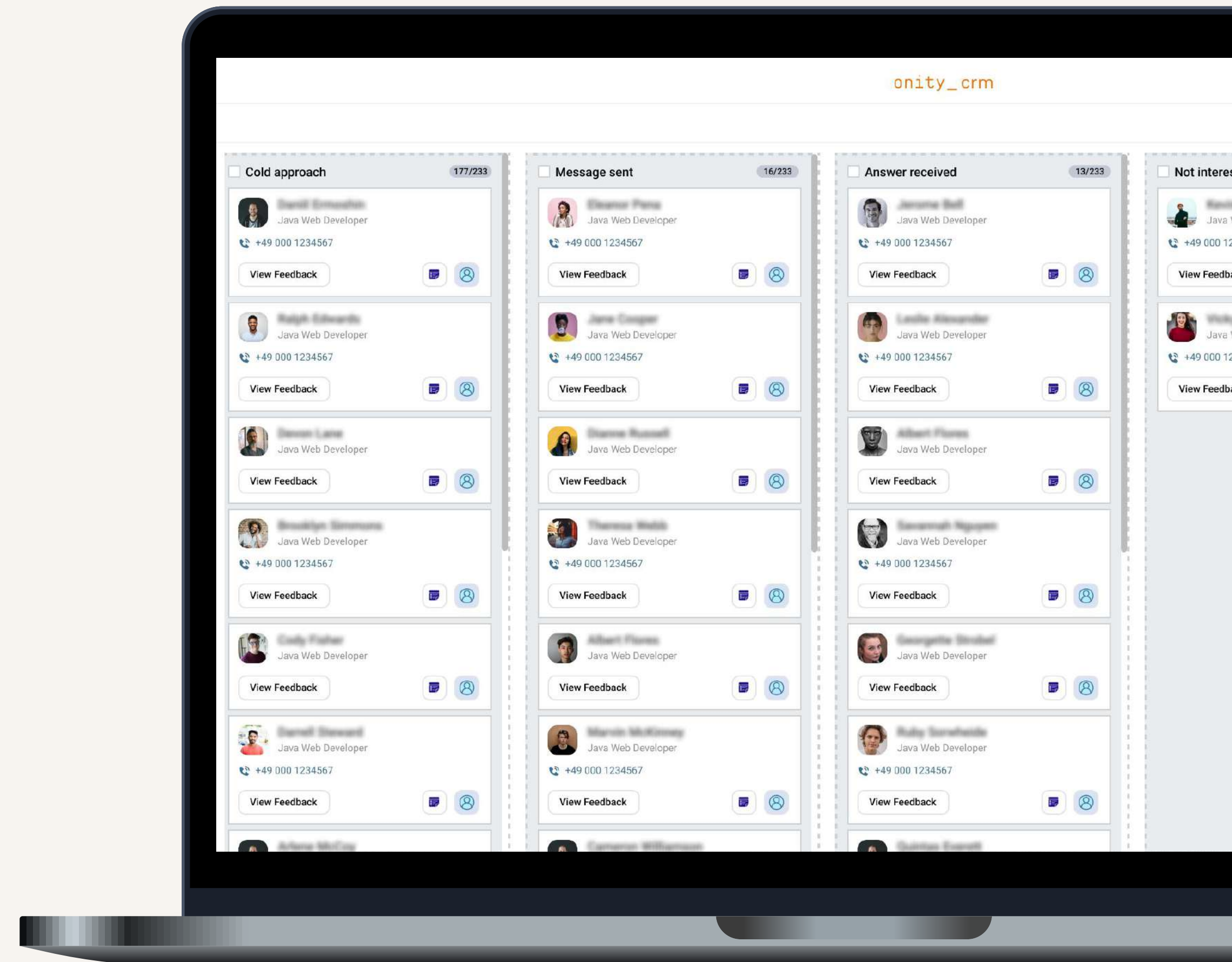
How we work

NEEDS ANALYSIS

We invite you to an online meeting to discuss what you expect from the recruitment process and which tasks you would like to assign to us.

Based on these insights, we will offer you a package tailored to your needs.

MARKET RESEARCH AND CUSTOMIZATION

Together we examine the market volume for the targeted candidates and define targets. We agree on requirements for the right candidate profile, make a guide for the candidate's qualification, create templates for recruiting communication, and discuss the steps of your recruitment process.

Based on this, we customize your recruitment portal. You can make alterations to setups anytime.
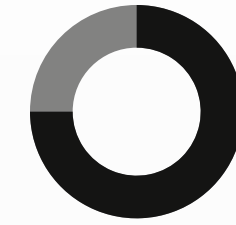
RECRUITING PHASE

We contact up to 1.000 candidates selected for your requirements via social media and emails and recruit them for your positions. Experienced IT recruiters conduct CV reviews and screening interviews and present you with selected and qualified profiles.

You can manage your candidate pipeline and assign tasks to your recruiter on the platform.
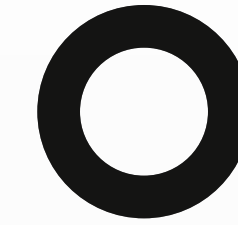
SUPPORT IN THE RECRUITMENT PROCESS

We coordinate all phases of the hiring process and mediate between candidates and hiring managers. You receive detailed feedback from candidates after each step of the selection process, including their concerns, questions, and status in other processes.

We support you in the offer negotiations with candidates to facilitate the agreement on optimal conditions, ensuring a successful contract signing.

You can start, change, pause and resume the services at any time.

LET'S TALK TO EACH OTHER!

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