The Tangent Suite of Products

Tangent's global service differentiators

Introduction

Recruitment has evolved, and so have we. Our evolution combines upgrades to the traditional recruitment services along with new cutting edge solutions. Our products brochure will you give a clear overview of all that we offer, and why our service range will give you the edge, no matter what size you are.

Flexible Work Force

Flex

Our agile contract contingent product, when you need contractors to ramp up or down.

Outsource

We can deliver complete projects or packages of work through this solution.

Global

An international staffing solution for regional or global requirements.

Building Permanent Teams

RaaS

Is our Recruitment as a Service product for retained, permanent assignments.

Hire Me

The full power of our recruitment teams on-site for volume hiring campaigns.

On D

Our On demand product is for intermittent permanent assignments.

CPC: Contractor Payroll & Care, a solution to allow customers to engage contractors compliantly anywhere in the world

Scale-Ups: Solution for tech scale up companies with recent funding

Key Statistics

Our Flex product is designed to be extremely agile, delivering the you best contract talent swiftly and seamlessly anywhere in the world. Combining the very best of recruitment and logistics/compliance services.

95%

Over 95% of the candidates we place still in their position

200

Our global operations allow us to place with over 200 nationalities

96%

96% of our clients would recommend us - and many have!

80%

80% of the candidates we place are passive, and hidden

Tech Stack: Video

Our investment in our teams and recruitment technology will give you the edge for your global talent needs. Watch this trailblazing video for more details:

Flex for Contract

Our Flex product is designed to be extremely agile, delivering the you best contract talent swiftly and seamlessly anywhere in the world. Combining the very best of recruitment and logistics/compliance services.

- International talent pool, with local capacity
- Access to diverse range of talent; usually hidden from the market
- Financial strength and systems, accurate payments, and £2m cash advance pot
- International logistics team: insurance, travel and compliance
- Remote and co-working options
- Video profiles - speed and accuracy

Benefits

- Headcount reduction
- Hire quality talent from global talent pool
- Security: Tangent's stability, plus compliant contractors
- Reduced effort for line managers
- 24-hours role issue to deployment
- Productivity up as all contractor's requirement's taken care of
- Finance, payment terms
- Smooth onboarding

Investment

- Basic service 15%
- Fees adjusted based on extra services

Recruitment as a Service

Recruitment as a Service is our subscription model for mission and time-critical roles, when client wants guaranteed results and service. A consultative approach working in partnership to ensure the best person is hired to schedule.

- Guaranteed service: delivery of the right person
- Testing and profiling any technical testing and psychometric testing
- Market mapping - trends analysis
- Support with job description design
- Team: dedicated senior niche recruiter supported by two colleagues
- Microsites and employer branding

Benefits

- Work in partnership, full commitment
- Tangent has the scale and track record, you can place your faith in one supplier
- Streamline recruitment, not juggling multiple agencies
- Guaranteed results
- Minimise risk of poor hire
- Higher quality candidates, preferential choice Tangent talent pool
- Accelerated process

Investment

- 33% after consultation, 33 after interview selection,
- 33% after probation (maximum of 6 months)
- 12 months free replacement
- Basic service 25%

On Demand

On Demand, a superior permanent service to most recruitment agencies, whereby Tangent's network, skill and global operations consistently hit a CV to placement ratio of 1:4.

We'll deliver passive candidates located anywhere in the world to give you unprecedented access to talent.

- International talent pool, plus local capability
- Access to diverse range of talent; usually hidden from the market
- Long-term rebate
- Video profiles - speed and accuracy
- Pre-built candidate pool
- Dedicated senior recruitment consultant

Benefits

- Access to quality, passive candidates
- Streamlined recruitment with video tools
- Diverse talent pool access, with CSR stats
- Compliance and logistics, candidates references checked

Investment

- Free replacement within 6 months
- 20% cost versus 18% based on payment terms
- 14 - 30 day -swift payment has reduced fees

Testimonial:

Why our contractor relationships are so strong

I would like to say, I have been contracting for Tangent from July 2008 onwards and I would say Tangent is one of the best agencies I've ever worked with.

Tangent's way of working is very professional and well organized, the best thing is the Tangent employees have been very very helpful and always helped me or at least tried their best to help me, as much as possible.

About you I would like to say, my heartfelt gratitude to you, the way you have always supported me regardless whatever the issue is and whenever I requested your support.

Overall, I would say my nearly 6-year journey with Tangent was really fantastic and I appreciate you and whole Tangent team for all the time and effort, from the bottom of my heart.

Cheers!

Outsource / SoW

Outsource is Tangent's project delivery model, through which distinct parcels of work are delivered by our assembled team of contractors. Projects are delivered through either T&M or milestones, or a blend of the two. This solution covers, people, place and process in line with your business operations.

- One PO per project
- Blend of on-shore and off-shore - remote working
- Full account & project management
- All risk, compliance and insurance covered
- Project team and methodology aligned to client
- Can flex for either existing projects or new projects

Benefits

- Streamlines payment
- Simplified Project delivery
- Reduced management time
- Single process - rather than two processes, hire talent, deliver project
- Avoids IR35 issues in the UK
- Savings compared to consultancies 46%

Investment

Pricing options to be negotiated based on the complexity of the project, but on average our service is 42% more cost-effective than a consultancy.

HireMe / On-Site Permanent

Tangent In-house Outsource; when it suits client's need: as part of a recruitment drive. Works in alignment with HR and Talent Teams, works in harmony – and can increase effectiveness of – TA teams too. Close relationships with all client teams associated with recruitment cycle from HR, Line managers to procurement and finance.

Recruitment process, audited, defined and implemented

Dedicated senior recruiter, SME on-site

Full consultation service, with deep line manager relationships

Complete candidate briefing and de-briefing

Employer branding and advice, full and frank insight into clients' employer brand and offering

Full on-boarding and engagement and well-being support, tools plus expert coaching for TA team

Benefits

Full account management, accelerates and simplifies recruitment cycle across all client touch points

Single point of contact, backed up by full Tangent team of resourcers and compliance and finance.

Time to hire reduced, full pipeline

Absolutely best fit candidate, especially culture fit,

as deep insight of client and candidate

Diverse workforce, access and reporting

Investment

Once a client's needs are established, our day rate

and reduced commission are submitted.

Global

Tangent's Global Product is designed for major corporations with international requirements at volume. An international RPO that manages the complete cycle of your hiring process.

Dedicated international sourcing team with on-site and off- site capability

Full account management, with complete operational team managed, e.g. compliance, logistics and travel

Consulting: Support TA teams market mapping and regional planning, plus bid management

International logistics team: insurance, travel and compliance

Reduced fees, specific invoice discounting

Scalability, can ramp up to 100 / 1000 roles globally

Benefits

Financial strength and stability; builds trust and confidence

Simplifies global recruitment

Significant savings - Open book approach to fees, with discounts based on volume

Fixed fees allow for predictable forecasting in finance

Accurate payment of contractors, happy contractors, engaged and productive, no payment issues

Investment

Fees c. 5-12.5%, plus generous payment terms,

volume discount Up to 90-day payment terms

Fees adjusted in balance with the number of days

stipulated in the payment terms

Contractor Payroll & Care (CPC)

Our CPC product is designed to allow you to engage resources that they are already aware of in a compliant, efficient and cost-effective manner. By gaining access to our 24/7 compliance and logistics team we are able to open markets previously unattainable for you, therefore widening your offering and opening new revenue streams.

Utilized by Fortune 500 and SMEs alike, we have the ability to allow you to scale your international workforce quickly and efficiently. Whether you need to move an existing team from one location to another or engage an individual in a remote location (where you don't currently hold a local entity) CPC unlocks true, global potential for our clients.

- Financial strength and systems, accurate payments, and £2m cash advance pot
- Compliant payroll and care in 180 countries
- 24 / 7 Contractor care including housing, schooling, medical & emergency assistance
- Unique online time reporting system to ensure a smooth and pain-free process
- Full Indemnification - NO RISK

Benefits

- Most experienced account management teams in the industry, with an average length of service of over 7 years
- Quickly scale your international operation
- 100% of payments made on time
- Over 40 years worth of experience to rely on
- Productivity up because all contractor's requirement's are taken care of

Investment

- Basic service 15%
- Fees adjusted based on extra services

Solution: Start-Up

We can help your recruitment strategy evolve from initial seed funding all the way through to helping you build your internal Talent Acquisition team. With a blend of options which range across permanent, contract and remote outsource teams.

This virtual team member is responsible for building a bench of potential candidates across target roles and territories. It can be as narrow as a single role type in a single city, or as wide as multiple roles across multiple countries.

Full Design of recruitment process & strategy internal & external

Microsite available gaining over 30,000 unique views a month - optional

Dedicated senior recruit-er (SME) & supporting team, including HR when required

Full access to Tangent staffing tech stack giving real-time insights into over 600 million candidates

Forward planning / Pipeline planning

Monthly reviews to update candidate availability & rotate

Benefits

90% of candidates past 18 months' probation

Ability to manage initial hyper growth through flexible and permanent resource

Access to the best tech recruiters in the world dedicated to your brand

Full account management, accelerates and simplifies recruitment cycle across all client touch points

Single point of contact, backed up by: resourcers and compliance and finance.

Time to hire reduced, full pipeline

Absolutely best fit candidate, especially culture fit, as deep insight of client and candidate

Diverse workforce, access and reporting

Smooth and simplified billing

Blend of on-site with Tangent support in HQ reduces office space while allowing smooth operation

Investment

Individual based pricing dependant on stage.

Testimonial:

Recognition for our global solutions:

I have been working with Tangent International for 2 years now and I consider them to be a true partner. Whether it's market-salary information, compliance across different countries or knowledge of the contracting population Tangent always have the answers. They are very solutions orientated and offer a high quality service to clients and candidates.

Their knowledge of the overseas market is exceptional and no matter what the challenge, they will always be able to have a complaint and sustainable solution.

I know that when I work with them, I am assured of quality candidates that have been briefed well. They ensure that candidates are looked after and represent their company well.

I would recommend them to any client to enhance their business.

The Global Category Manager at EY.

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