

SOLUTION OVERVIEW

TRADITIONAL RECRUITING SOLUTIONS



At Resourgenix, we understand that great businesses are built on great people, that's why our traditional recruitment solutions are designed to connect you with talent that not only fits the role but fuels your growth.

Flexible contract resourcing

Agile talent deployment for operational continuity

Resourgenix offers fast, reliable access to vetted professionals through our flexible contracting solution. Designed to help organisations manage short-term staffing needs and scale delivery teams with precision, this model supports assignments ranging from a few weeks to over 12 months. Whether covering employee absences, responding to seasonal fluctuations, or accelerating project execution, we provide the speed and agility needed to maintain productivity without compromising on quality.

Our ability to rapidly deploy skilled contractors enables businesses to stay responsive to change, while avoiding the overhead of permanent headcount. With over half of the global workforce now open to contract opportunities, flexible resourcing has become a key competitive advantage in talent strategy.

Solution overview:

Our flexible contract solution provides short- and long-term access to experienced professionals across disciplines, helping clients fill critical gaps quickly and maintain workforce continuity during periods of change.

Key features:

This model includes rapid placement of contractors, flexible durations aligned to your operational timelines, and access to pre-screened, immediately available professionals.

Customer value:

Organisations gain agility through fast, scalable hiring, maintain continuity during attrition or leave, and reduce long-term workforce costs by leveraging a variable resourcing model.

Market insight:

According to Talent International, 54% of permanent employees are open to contract roles, reflecting a growing demand for lifestyle and career flexibility that companies can tap into for short-notice resourcing.

In summary:

Customer value:

- **Risk mitigation:** evaluate fit before committing to permanent hire
- **Continuity:** no knowledge loss in transition from contract to perm
- **Candidate insight:** performance-based hiring decisions
- **Scalability:** allows client to scale up and down to suit projects needs and business requirements



Contract-to-perm hiring

Risk-smart hiring with built-in continuity

Resourgenix's contract-to-perm solution offers a low-risk approach to permanent hiring by allowing clients to assess a candidate's fit and performance before making a long-term commitment. This model is particularly valuable for strategic or hard-to-fill roles where performance assurance is critical.

By starting with a contract engagement, businesses reduce hiring risk, avoid costly mis-hires, and preserve institutional knowledge as high-performing contractors' transition seamlessly into permanent roles.

Solution overview:

We enable organisations to engage contractors with the intention to convert them into permanent employees, based on role fit, performance, and business need.

Key features:

This solution supports performance and culture fit based hiring, continuity of delivery, and reduced onboarding ramp-up time during the transition from contract to permanent.

Customer value:

Clients benefit from lower hiring risk, seamless handover from contract to permanent status, and data-informed decisions about long-term talent investment.

Market insight:

The model supports strategic hiring decisions in critical functions where cultural fit and delivery performance must be validated prior to full-time placement.

In summary:

Key features:

- Contract roles from weeks to 12+ months.
- Access to immediately available professionals.
- Fast turnaround from request to placement.

Customer value:

- **Agility:** Quickly scale resources up or down.
- **Continuity:** Fill critical gaps due to absence, leave, or attrition.
- **Cost Management:** Avoid long-term overhead while ensuring productivity.

Permanent Recruitment

Strategic talent acquisition for long-term success

Resourgenix's permanent recruitment solution focuses on finding and securing high-impact, skilled talent aligned to both your technical requirements and organisational culture. Our consultative, search-led methodology prioritises quality over quantity—ensuring every candidate we present is a strong long-term fit.

We go beyond job descriptions to understand the true nature of the role, design compelling value propositions, and engage both active and passive talent through targeted outreach and deep market insight.

Solution overview

This offering provides end-to-end recruitment support for permanent roles, including discovery, candidate sourcing, and deep-dive assessments-tailored to your business needs and leadership style.

Key features:

Our process includes value proposition design, strategic sourcing of passive candidates, structured interviews, and cultural alignment screening.

Customer value:

Organisations benefit from longer employee tenure, better team cohesion, and access to otherwise unreachable talent through proactive engagement strategies.

Market insight:

According to LinkedIn, over 70% of professionals are passive candidates-meaning they won't respond to traditional job ads. Strategic partners are critical to unlocking this hidden talent pool.

In summary:

Key features:

- Role discovery and value proposition creation.
- Active and passive candidate sourcing.
- Recommend potential hidden talent.
- Deep-dive screening and assessment.

Customer value:

- **Retention:** better fit results in longer tenure.
- **Brand representation:** we act as an extension of your team.
- **Access:** tap into hidden, high-performing talent pools.



Let's collaborate.

With Resourgenix, you are not just recruiting; you are building a legacy. Let's work together to create a workforce that not only meets your current needs but is primed to tackle the challenge of tomorrow.