

ignite  purpose



Best Fit

Recruitment Services

INTRODUCTION

Our **Best Fit Recruitment** solution is designed to streamline the hiring process while ensuring each candidate is ideally suited to your organisation's unique requirements. By focusing on both skills and cultural fit, we help you build a team that excels in their roles and enhances your workplace environment. Here's how we differentiate our services to provide exceptional value and results:



We begin with a **Discovery Workshop** to help you understand your needs and culture, followed by **Strategic Promotion** to find the right candidates. **Behavioural Profiling** evaluates candidate compatibility, ensuring alignment with your values. We provide a Personalised Interview Pack for leaders, equipping your team with targeted questions and criteria. **Post-Placement Support** ensures a smooth transition and ongoing success for both the candidate and your organisation.

METHODOLOGY



PHASE	METHODOLOGY	OUTCOME
Discovery Workshop	A 1-hour virtual dynamic DNA workshop to understand the BEST FIT Program.	Understand the role and your team thoroughly, ensuring a perfect cultural match
Strategic Promotion	We manage the promotion of the position on job boards and social media, utilising AI to improve search capabilities.	Effectively advertised positions, attracting a diverse range of candidates aligned with your team's culture
Behavioural Profiles and Assessments	We use TTI® Behaviours and Motivators and employ Test Gorilla for testing and assessment.	A full grasp of skills, ensuring cultural fit and the ability to deliver aligned outcomes collaboratively
Personalised Interview Pack for Leaders	We prepare a customised interview package, incorporating behavioural profile alignment, interview questions, assessment results, and recommendations.	Provide leaders with the necessary insights for interviews that are effective and well-informed
Post-Placement Support	We provide three-month coaching sessions for new hires and an alignment coaching for the leader.	A supported integration process, setting up new hires for success and providing leaders with valuable insights for ongoing success

BENEFITS

We specialise in aligning top-tier talent with organisational goals, elevating hire quality and cultivating a vibrant and engaged workplace culture.

Tailored to the unique priorities of decision-makers, our Best Fit Recruitment solution is the key to your individual and organisational success.

01

CULTURAL FIT AND SKILL ALIGNMENT

The Discovery Workshop and Behavioural Profiles ensure candidates not only meet the skill requirements but also fit well with the organisational culture, promoting a harmonious work environment.

02

ENHANCED CANDIDATE REACH

Strategic Promotion amplifies your reach, allowing you to attract a wider pool of qualified candidates, ensuring the position is filled with the most capable individual.

03

CUSTOMISED INTERVIEW TOOLKITS

The Personalised Interview Pack for Leaders provides tailored interview tools that guide decision-makers in evaluating candidates more effectively, leading to better hiring decisions.

04

ENHANCED POST-PLACEMENT SUPPORT

Post-Placement Support goes beyond traditional onboarding by offering mentoring and coaching, which helps new hires adjust quickly and efficiently, reducing turnover and increasing job satisfaction.

05

INTEGRATED RECRUITMENT PROCESS

Throughout the methodology, each phase builds on the previous one to ensure collaborative and informed decision-making, which leads to successful hires that contribute positively to both team and organisational goals.

PACKAGES



Placement of Permanent Hires: Our partnership begins by thoroughly understanding your practice's culture, specific role requirements, opportunities, and challenges. We charge a one-time search and alignment fee of **£2000.00**, along with a **12%** placement fee based on the starting salary of the candidate once they commence their role.



Temporary Staffing: We provide the BEST FIT temporary staff to ensure your practice continues to support patients effectively and achieve excellent outcomes. The fee for this outsourced support is discussed and agreed upon upfront with the practice manager or owner—no surprises. The better we understand your practice, the more effectively we can place the ideal temporary staff.



Outsourced Payroll: Ready to alleviate the stress of payroll and HR in your practice? Consider outsourcing these functions to Ignite Purpose. Our fees are based on the specific outsourcing services you select, ensuring transparency and a collaborative management approach with your practice.



Partnership with Ignite Purpose: We value long-term partnerships with our clients, and we show our appreciation through tangible benefits. Our Fee: We offer reduced rates for long-term and multi-solution partnerships. Partner with us at Ignite Purpose to enhance our mutual success and contribute to better health outcomes. Let's collaborate to make a significant impact together.

Let's Work Together

Christina Foxwell
Global CEO & Founder

Since 2012, we've seen exponential growth in our mission to **ignite purpose around the world.**

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