Side By Side Recruiting Cost Comparison

Key Feature Comparison Across Engagement Type

	Ad-Hoc DIY Hiring	Offshore Sourcing	Virtual Assistant	AI Recruiting	FT Internal Recruiter	Fractional Recruiter	Agency – Contingent	Agency – Staffing	Contract Recruiter	RPO	Agency – Retained
Cost: $ → Money / 🕐 → Time	$ 🕐🕐🕐	$ 🕐🕐	$ 🕐🕐	$ 🕐🕐	$$$ 🕐	$ 🕐	$$$ 🕐🕐	$$ 🕐🕐	$$$ 🕐	$$ 🕐🕐	$$$ 🕐
Predictable Monthly Cost (No Per-Hire Fees)	✓	✓	✓	✓	✓	✓	✗	✗	◐	◐	✗
Full-Cycle Recruiting: Planning → Source → Offer	✗	✗	✗	✗	✓	✓	✓	✗	✓	✓	✓
Dedicated Recruiter Embedded w/ Your Team	✗	✗	✗	✗	✓	✓	✗	✗	◐	◐	◐
Convert High Applicant Flow to a *Curated* Shortlist	✗	✗	✗	◐	✓	✓	✓	✓	✓	✓	✓
Able to Handle Hard-To-Fill Roles	✗	✗	✗	✗	✓	✓	✓	✗	✓	◐	✓
Handle Searches for *Active* Candidates	◐	✓	◐	✓	✓	✓	✓	✓	✓	✓	◐
Actively Source & Engage *Passive* Candidates	✗	✗	✗	✗	◐	✓	✓	✗	✓	◐	✓
Typically Fills Roles in ~30 Days or Less	✗	◐	◐	◐	✓	✓	✓	✓	✓	✓	✗
Collaborative, not Commission Driven	◐	✓	✓	✓	✓	✓	✗	✗	✓	✓	◐
Offer & Close Support to secure Top Choice	✗	✗	✗	✗	✓	✓	◐	◐	✓	✓	✓
Ongoing Retention Support After Hire	✗	✗	✗	✗	◐	✓	✗	✗	✗	◐	◐

M SEARCH — METCALF SEARCH

Recruiting Reimagined