



the  
**recruitment**  
NETWORK



# Franchise Opportunities

A unique choice of proven and successful business models from the  
UK's largest independent recruitment group



## Who are The Recruitment Network?

The Recruitment Network is part of Network Group Holdings and part of the Pertemps Group of companies. Pertemps is the largest independently owned recruitment company in the UK and has been in business since 1961.

## What sectors do you specialise in?

We specialise in commercial and junior to mid management roles supplying both temporary and permanent staff to a wide range of blue chip companies. Roles include executive PA, secretarial and administrative, sales and marketing and accountancy and finance. We pride ourselves on offering an excellent quality of service to both clients and candidates alike within a local marketplace.

## How much is the franchise fee and how long is it for?

The franchise fee is **£30,000 + VAT** and is for a 5 year term. You will have the option to renew for a further 5 years at no extra charge should you wish to do so. Your total investment will be in the range of £90 – 110k and this will include your franchise fee and a provision for working capital. We have excellent relationships with the major banks who will normally lend up to 70% of your total requirement.

## What is factoring and how does it benefit me?

In all of our franchise models we offer free debt factoring. We believe this is absolutely vital for your cash flow as our industry dictates that your temporaries need to be paid at the end of every week. This means that your invoices will be paid in full monthly, regardless of whether your client has paid. This service could be provided by a bank or commercial factoring organisation, but normally at a premium charge.

## What about credit control?

We do it for you! We wish to take as many administrative functions away from you as possible allowing you to focus purely on making money.

## Don't all agencies work from expensive premises?

This may have been the case years ago, when agencies relied on candidates passing by their offices. Nowadays though, many candidates are attracted by the various internet job boards and as such there is now much less need to have expensive shop front window displays. You do need to be accessible though for candidates to visit you to be interviewed and assessed, but suitable first or second floor premises are most cost effective. In the early days you could also opt to use serviced office accommodation whilst you are setting up your business.

## How many people do I need in my team?

We suggest an absolute minimum of 3 and ideally 4 should be in your team to get you started. This is to ensure that you penetrate your local market place adequately whilst keeping a pragmatic eye on salary costs.

## Will someone help me recruit people for my team?

You will have the dedicated services of a Brand Partnership Director and a highly experienced operations team with years of experience behind them. They will offer assistance in recruitment from providing copies of offer letters and HR templates to training on the interview process.

## Don't I need experience of recruitment?

Absolutely not. Recruitment is a simple process which involves matching candidates and clients together, offering an excellent level of service to both. As a business owner you will need drive, determination and a passion to succeed – nothing more.

## What are the ongoing management fees?

Many of our competitors can charge up to 20% of gross profit across all parts of the business. We would like to encourage you to build a viable mix of business between temps and perms and as such charge 7% of your temporary turnover and 12.5% of permanent turnover.

# Franchise Package

- Exclusive researched territory
- Dedicated support from your Brand Partnership Director assisting with business planning and financing
- Property and lease advice
- Initial stationery pack
- Launch marketing material
- HR advice and guidance and regular updates on legislation
- Full induction training for yourself and your team
- IT and business systems – email and website
- Specialist recruitment software package
- Full payroll and billing functions including credit control and debt factoring – vital for cash flow
- On-going information on market trends and research
- Huge discounts on job board advertising
- Ongoing REC\* accredited training for you and your teams

\* Recruitment Employment Confederation

## Is there a minimum monthly fee?

No, we are aware that some franchisors charge minimum monthly fees whilst you are setting up but we believe, as partners, that unless you are making money neither should we.

## How much can I earn?

This very much depends on the size of your team and your property costs. As your business builds, so will your team and it's not unusual to see successful offices with 10 or more consultants employed. As a general guide though:

The Recruitment Network	Year 1	Year 2	Year 3
	£000s	£000s	£000s
Turnover	260	670	825
Cost of Sales	150	400	485
Gross Profit	110	270	340
Operating Costs	130	175	210
Net Profit	-20	95	130

The above analysis is considered as indicative and in some ways typical, but the figures use very broad assumptions in certain areas and should not be relied upon. The figures do not, therefore, necessarily represent a 'likely' profit or cash flow prediction.

## How do I find clients and attract candidates?

With nearly 50 years experience in recruitment our company has proven strategies for you to follow to help you attract both clients and candidates.

## Do I need to buy computers and specialist software?

We pride ourselves on providing some of the industry's leading software to assist you in your business and this is included in your franchise package. You will also have the opportunity to lease a full IT and telephony package from us which is fully supported. We do of course also provide email, hosted website and intranet facilities again as part of your package.

## What's next

We recognise that deciding to be your own boss is a big decision and you must be fully informed. Rather than prescribe a 'process' we will work with you at your pace.

You will be given an opportunity to attend a 'Discovery Day' – this is an informal opportunity to find out more about us including a visit to our Head Office functions at Meriden Hall.

You will also have an opportunity to speak with our existing network of Brand Partners – don't take our word for it!



Call the dedicated Brand Partnerships team now on 0121 712 7828  
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