

# Stonor are the UK's longest established Sales & Marketing recruitment experts.

## We can help if you:

- § Need [Marketing people](#)
- § Need [Sales people](#)
- § Need [Creative people](#)
- § Need [PR or Partnerships people](#)
- § Need [Data & Insight people](#)

## Why partner with us?

There are hundreds of reasons, here are a few...

- § Our consultants have an average of seven years' experience in your industry
- § Our knowledge means we pitch your business just like you would
- § We offer favourable rates for exclusivity and volume hiring
- § We only charge on successful placement
- § If the person we place isn't successful, we give you your money back
- § Our candidates and clients [love us](#)
- § Our exclusive brand ambassador programme means you are rewarded for referrals

## Ready to go?

- § Either contact one of our consultants directly via the links above or;
- § Brief us [here](#) or;
- § Call us [01844 355790](#)

Don't forget to use this code for your introductory discount: LETSGO

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# Flexible fees to suit every business & project

## Traditional – for non-exclusive one-off hires

- § We charge **20% of the candidate's basic salary** as a **one-off payment** on the start date.
- § **Rebate** – We offer the following rebate if the candidate leaves for any reason other than redundancy (terms apply)
  - **4 weeks – 100%**
  - **8 weeks – 60%**
  - **12 weeks – 30%**
- § We do occasionally **extend our rebate**, and/or reduce the fee when we work **exclusively**, or work on **multiple roles**.

## Pay as you grow (PAYG) – for exclusive hires in smaller businesses

- § We charge **2% of the candidate's starting salary per month for 10 months** (20% in total)
- § **Rebate** - there is no rebate required, you **only pay for the time the person is employed**.

## Subscription – Ideal for exclusive, retained work with larger businesses requiring 10 or more hires per annum.

- § We assign your company a **dedicated full-time recruiter** or team of recruiters dependent on requirements.
- § We charge a **fixed monthly fee** usually between **£5k and £7k + VAT** per month.



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# Needing a little HR Support?

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**We've partnered with Hello Chief who provide an outsourced HR function to our clients as they grow.**

Covering **talent** (people), **operations** (process) and **technology** (systems and data analytics) whilst underpinning **growth strategy** through the following six pillars:

## 1 People Operations

Organisational Design, full people review, HR documentation upgrade, corporate governance, procedures & digital solutions.

## 4 Performance L&D

Specialist workshops, skills development, deliverables & compensation combined with overall company growth plans.

## 2 The Talent Cycle

The external brand in the labour market, recruitment, selection, attraction, retention, productivity and profit.

## 5 Reward Strategy

Compensation linked to performance, market and skills, benefits in today's world, stakeholder succession, aligned with finance & forecasting.

## 3 Culture

Diversity, Equality & Inclusion, employee satisfaction, unconscious bias, well being and employee voice.

## 6 Digital / AI

Identifying the correct software for your business today & in the future, utilisation of current infrastructure making the processes easy & efficient for your workforce.



Charlotte Farrell  
CEO Hello Chief

**Whether you're a growing SME or just wish to ensure your EVP is on point, there's a solution to suit you with flexible packages across the board.**

Charlotte brings 15 years of experience in Operations and HR, holding a CIPD Level 7 qualification. She's led and improved teams across diverse business sectors with a focus on outcomes. Known for her objective, smart, and commercial approach to people operations and planning, our clients find her exceptionally helpful!

