Recruitment Model Comparison Guide

AI Talent Partner   vs   *Fractional Recruitment*   vs   *Traditional Agency*

Choosing the right recruitment model matters! Whether you're **scaling fast, hiring on-and-off,** or **handling niche projects**, this cheat sheet helps you match your challenge to the best-fit hiring model.

Common Client Challenges – And the Right Model to Solve Them

🔵 **AI Talent Partner** leverages technology to supercharge your recruitment. Think automation, intelligent candidate matching, engagement at scale, and reduced time-to-hire. It's a modern, data-driven approach designed for speed and precision.

🟢 **Fractional Recruiter** gives you a dedicated recruiter (or team) on a part-time or flexible basis. It's ideal for businesses that want personal, consistent recruitment help — without the cost of hiring a full-time internal resource.

⚫ **Traditional Agency** model is still widely used — but it's under pressure. It's transactional: you pay a % fee per successful hire, typically with minimal engagement until the candidate is submitted.

Client Challenge	Best Model	Why It Works
High turnover	🔵 AI Talent Partner	Smarter matching leads to longer-lasting hires
Budget constraints	🟢 Fractional Recruiter	Pay only for the expertise you need, when you need it
No internal TA team	🟢 Fractional ⚫ Traditional Agency	Fractional gives consistency; Agency is ideal for one-off hires
Need to scale quickly	🔵 AI Talent Partner	Automation removes bottlenecks and speeds up the entire process
Inconsistent hiring cycles	🟢 Fractional	Flexible model that scales up/down with demand
Confidential or sensitive hiring	🟢 Fractional ⚫ Traditional Agency	Both options allow discreet, professional outreach
Processes take too long	🔵 AI Talent Partner	Automates sourcing, shortlisting, and interview scheduling

Too much time spent filtering CVs	🔵 AI Talent Partner	Creates a ranked shortlist from both active and passive talent
One-off urgent role	⚫ Traditional Agency	Quick access to a vetted talent pool
Need to hire niche specialists	🟢 Fractional	Offers deep expertise and targeted sourcing
Stale candidate pipeline	🔵 AI Talent Partner	Keeps talent warm with automated, ongoing engagement
Low offer acceptance rates	🔵 AI Talent Partner	Flags disengaged candidates before it's too late
Hiring managers need coaching	🟢 Fractional	Human-led support improves process and employer pitch
Poor ROI from traditional agencies	🔵 AI Talent Partner 🟢 Fractional	Both offer better results and transparency at a lower cost

Which Model Solves the Most?

Model	Client Challenges Solved	
🔵 **AI Talent Partner**	• High turnover • Stale pipeline • Manual CV filtering	• Need to scale fast • Time-consuming processes • Poor offer acceptance rate
🟢 **Fractional Recruiter**	• Niche hiring • Coaching hiring managers • Project work	• Budget constraints • On/off hiring cycles • No TA team
⚫ **Traditional Agency**	• One-off urgent roles • No internal hiring bandwidth	• High-competition talent areas

In Summary

🔵 If **speed + scale + smarter shortlisting → AI Talent Partner**
🟢 If **flexibility + trust → Fractional Recruiter**
⚫ If it's a **quick one-off → Traditional Agency**

Wish to explore which model fits your business?

Email: elkie@prospectus.co.uk   **or**   book a call: https://calendly.com/elkie

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