

Hire the people you need without a large fee landing at the point of hire

Startup Staffing (SUS) finds and places permanent employees for startups and scaleups. Instead of one large recruitment invoice, you pay an agreed monthly percentage of that employee's gross monthly salary for as long as they stay with you.

TRADITIONAL RECRUITMENT

£12,000

One fee at the point of hire, illustrated at 20% of a £60,000 salary. Due in full within the first weeks of employment.

STARTUP STAFFING

£875 / month

Illustrated at 17.5% of gross monthly salary, invoiced monthly in arrears while the employee remains employed by you.

How it works

- You tell us the role. Humand's recruitment team sources and assesses candidates.
- You hire the person directly, on your own employment contract and your terms.
- Monthly billing starts from their start date, at the percentage agreed in writing.
- If they leave, billing stops from their final date of employment.
- You can end future billing at any point by paying the agreed buy-out value.

Illustrative cumulative cost, one hire on £60,000

Month	SUS paid to date	Traditional paid to date
Month 1	£875	£12,000
Month 6	£5,250	£12,000
Month 12	£10,500	£12,000
Month 14	£12,250	£12,000
Month 24	£21,000	£12,000

In this example the cumulative monthly cost passes the one-off fee at around month 14. SUS is built around cash flow, flexibility and shared risk — not a promise of the lowest total cost.

Where SUS fits

- You are hiring permanent employees and cash flow matters.
- You would rather spread the cost than pay it at the point of hire.
- You want a recruiter whose commercial interest lasts beyond the start date.

Where it does not

- You want a conventional one-off fee and are happy to pay it up front.
- You are hiring temporary or contract workers.
- Your priority is the lowest possible cost over a long tenure.

All figures on this page are illustrative examples, not standard pricing. Your percentage, buy-out value and commercial terms are agreed with you individually and confirmed in writing before work begins. Fees are exclusive of VAT. Startup Staffing and SUS are trading names of Humand Talent Solutions Limited, company number 12379847, 1 Abbey Street, Eynsham, OX29 4TB.