

# Top Talent through Flexible and Compliant Recruitment

Corporate expansion can be complex. RAEORA solves this by offering compliant, cost-effective, and relationship-driven solutions – backed by decades of recruitment and HR expertise.

01

## Permanent and Direct Employment Staffing

### Specialist Recruiter Engagement

Our recruiters act as strategic partners across the entire hiring journey

- ✓ Collaborate on **job design**
- ✓ Develop and execute **targeted search strategies**
- ✓ Conduct structured **screening and shortlisting**
- ✓ Facilitate **interviews and stakeholder presentations**
- ✓ Manage **background and credibility checks**
- ✓ Support **offer negotiation and contract finalisation**

02

## Employer of Record (EOR) Services incorporating full HR Lifecycle Management

Structured around hiring talent without exposing your business to legal risk, administrative burden, and cultural misalignment

### Step-by-Step Onboarding

- 1 DISCOVERY AND SCOPING**  
We align on roles, values, and employment structure
- 2 RECRUITMENT OR ONBOARDING**  
We recruit candidates or onboard yours
- 3 CONTRACTING AND SETUP**  
We draft employment contracts tailored to your values and SLA
- 4 HR AND PAYROLL ACTIVATION**  
We manage payroll, benefits, equipment, and compliance
- 5 ONGOING SUPPORT**  
We provide hands-on HR support, performance tracking, and wellness services
- 6 SCALABILITY OPTIONS**  
We support your transition to a client-owned entity when ready

## 02

### Employer of Record (EOR) Services incorporating full HR Lifecycle Management continued

#### What makes us different

##### HANDS-ON HR SUPPORT

Wellness, probation, CCMA and Tribunal representation

##### TRANSPARENT PRICING

Flexible payment plan offerings

##### FLEXIBLE CONTRACTING

Client-sourced or RAEORA-recruited

##### SLA FLEXIBILITY

Transfer employees after 1 year at no cost

##### LOCAL COMPLIANCE

GDPR, POPIA, tax and benefits

##### ISO27001 CERTIFIED

#### Examples of tailored recruitment payment options

Each designed to suit different hiring needs, timelines, and commercial preferences

##### STANDARD RECRUITMENT TERMS

This is our traditional recruitment model and offers maximum flexibility. A non-exclusive mandate enables you to engage multiple agencies.

##### REDUCED FEE MODEL WITH A LIMITED SOLE MANDATE

This option offers a reduced fee in return for short-term exclusivity on the role. This model works well where speed, focus, and accountability are key.

##### STRATEGIC STAFFING PARTNERSHIP WITH AMORTISED, RETENTION-ALIGNED FEES

This partnership-led model is designed to reduce upfront costs while aligning recruitment fees with retention outcomes. It provides defined risk protection through clearly structured replacement and fee terms, ensuring strong alignment between hiring success and commercial value. This option is particularly well suited to organisations seeking cash-flow flexibility and a long-term, strategic recruitment partnership.

#### Chat with us

+44 (0)118 315 2354 (United Kingdom)  
+27 (0)21 213 1083 (South Africa)

#### Get in touch

info@raeora.co.uk info@raeora.co.za  
[www.raeora.com](http://www.raeora.com)

**Recruitment and Employer of Record Alliance (RAEORA) Limited**

Company Number 15776754 | Directors: AK Pike (CEO); JJ Durandt (Managing)