



The Hidden Cost of In-House Hiring

At first glance, keeping recruitment in-house seems like the sensible choice. No agency fees, full control, and the idea of saving money. But when you dig a little deeper, the true cost of internal hiring becomes clear – and it's more than just job ads and salaries.

The Control Trade-Off

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What You Might Be Missing

Here's where costs quietly creep in:

- + **Time-to-hire delays** – Vacant roles slow delivery, impact teams, and stall growth.
- + **Productivity loss** – Internal teams stretched thin can't always give hiring the focus it needs.
- + **Tech and tools** – Job boards, ATS platforms, and CRM tools can be underutilised and overpaid for.
- + **Turnover** – Hiring without the right reach or rigour increases the risk of early leavers.
- + **Brand gaps** – Every candidate interaction shapes your reputation. Disjointed processes weaken your employer brand.
- + **Fixed overheads** – In-house teams are a constant cost, even when hiring pauses.

A Smarter Way Forward

That's where Embedded Recruitment Solutions come in. At Cranleigh STEM, we act as a direct extension of your business – bringing the structure, scalability, and specialism you need, without the rigidity of a full internal team.

This Isn't Just Cost-Saving – It's Strategic

Outsourcing recruitment isn't about losing control. It's about gaining time, consistency, and the ability to scale. Whether you're growing fast or simply want to streamline how you hire, we're ready to support.

Let's uncover what your current setup is really costing you – and show you a better way to grow.

Let's Talk

We're redefining how STEM, Sustainability & SHEQ sectors hire and grow.

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Why Partner with Cranleigh STEM?

- ✓ **Predictable Costs** – Transparent pricing models that align with your budget and hiring plans.
- ✓ **Scalable Resource** – We flex with your needs, from ramp-ups to slowdowns.
- ✓ **Brand-Led Hiring** – We represent your brand consistently, professionally, and positively across all candidate touchpoints.
- ✓ **STEM Expertise** – Our consultants bring in-depth industry knowledge, helping you make smarter hiring decisions faster.
- ✓ **Process & Tech** – From ATS implementation to employer branding, we streamline your recruitment end-to-end.