



Scale Hiring with Cranleigh STEM

Flexible, High-Value Recruitment Solutions for Growth-Focused STEM Companies

At Cranleigh STEM, we know that scaling a business with the right talent is both a huge opportunity and a huge challenge.

That's why we created **Cranleigh STEM Scale** – a tailored, flexible, and cost-effective hiring model designed to support organisations making multiple critical hires.

Whether you're hiring 2 or 20, we'll help you secure the right people faster, while saving on costs and improving your recruitment experience.

How It Works

Our **Scale** model offers exclusive partnerships with **tiered discounts** based on the number of hires you make – all while maintaining the quality, focus, and hands-on service that Cranleigh is known for.

- + **Flat 18% starting fee** for all vacancies
- + **Exclusive partnership** to drive better candidate engagement
- + **Volume-based discounts** to reward you as you grow

Discount Structure:

- + **Hire 1:** 5% discount
- + **Hire 2:** 10% discount
- + **Hire 3:** 15% discount
- + **Hire 4 (and beyond):** 20% discount

We can tailor the agreement further depending on your forecasted hiring needs.

Tailored to You

Every company is different. We'll work with you upfront to understand your growth plans, critical hires, and company culture – so that the hiring solution we build fits your business, not the other way around.

Whether you're expanding a cleantech lab, building a sustainability team, or scaling a biotech startup, **Cranleigh STEM Scale** gives you the recruitment firepower you need.

Let's Scale Together

If you're planning multiple hires this year and want a partner who can flex with you, save you money, and deliver consistently high-quality candidates – let's talk.

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

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What's Included?

Partnering with Cranleigh STEM Scale means you get more than just candidates – you get a full recruitment support system:

- ✓ **Dedicated Account Manager and Delivery Team**
- ✓ **Real-Time Talent Insights** – market data to sharpen your decisions
- ✓ **Branded Advertising** – elevating your employer brand
- ✓ **Careers Microsite** (optional add-on) – showcasing your opportunities professionally
- ✓ **Ramp Up/Down Resource Flexibility** – dial up or down based on demand
- ✓ **Recruitment Process Management** – saving you time and improving candidate experience

We act as an extension of your team, helping you build capability and capacity without the need for a full internal talent team.

Why Cranleigh STEM Scale?

- ✓ **Save Costs:** Strategic discounts without sacrificing quality
- ✓ **Save Time:** Faster hiring with a dedicated delivery team
- ✓ **Stay Agile:** Scale up or down based on your project or growth demands
- ✓ **Secure Top Talent:** Our specialist networks and proactive search deliver outstanding results