SPEC ®
ON THE JOB

Empty Positions, Stretched Teams, *and* Missed Deadlines?

Here's the Fix:

Let's face it—recruitment can feel like an endless headache, especially when your HR team is stretched thin—or doesn't exist at all. But what if there was a way to take that stress off your internal team's plate entirely?

When Recruitment Feels Like a Full-Time Battle, We Have the Fix

Say goodbye to hiring stress—your team deserves a smarter, easier way to find the right talent.

HR Overload

Problem

Your team is already wearing too many hats. HR professionals—or whoever handles hiring—juggle recruitment alongside other priorities, leaving little time to find the right people.

When HR or other staff take on hiring, it adds to already full plates, leading to hiring delays, inefficiency, and burnout.

Solution

Team up with our experts! Working with a hiring agency like Spec on the Job allows your team to concentrate on their core responsibilities and thrive in their own roles.

When we handle hiring, most positions are filled within 2-7 days, depending on the type and compliance.

We reduce hiring timelines by 30-40%, filling your roles faster.

PROBLEM 2

Lengthy Hiring Process

Problem

Without a dedicated team or proper resources, hiring can drag on for months. A drawn-out, over-complicated interview process is a fast way to lose great candidates. Nobody wants to jump through endless hoops just to get ghosted or rejected.

Remember—every day a position remains unfilled; additional strain is put on your business

Solution

Partnering with a recruiting agency allows you to tap into an expert team solely focused on hiring. With the right resources and networks, they secure top candidates before your competitors do.

> "I would like to thank the people of Spec for my trust in them. Trust that I will receive quality people. Trust that those associates are safe and compliant. And most importantly, trust that those qualities will continue the complete length of employment. It's one less stress factor in my daily activities to know I have a partner in business that I can trust."

- Safety & Compliance Manager for Supply Chain Company

PROBLEM 3

Costly Tools and Lack of Resources
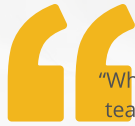
Problem

Effective hiring requires advanced tools like applicant tracking systems (ATS), skills assessments, background checks, and reference-check platforms. Many of these come with hefty price tags, sometimes as high as $2,800 per month. Implementing these technologies is out of reach for many businesses, resulting in candidates who haven't been properly screened for skills, experience, and fit.

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It costs most businesses, on average, $10,000–$20,000 to hire and train someone new.

When we handle hiring, 76% of placed candidates stay through their assignments, reducing the need for repeated hiring cycles.
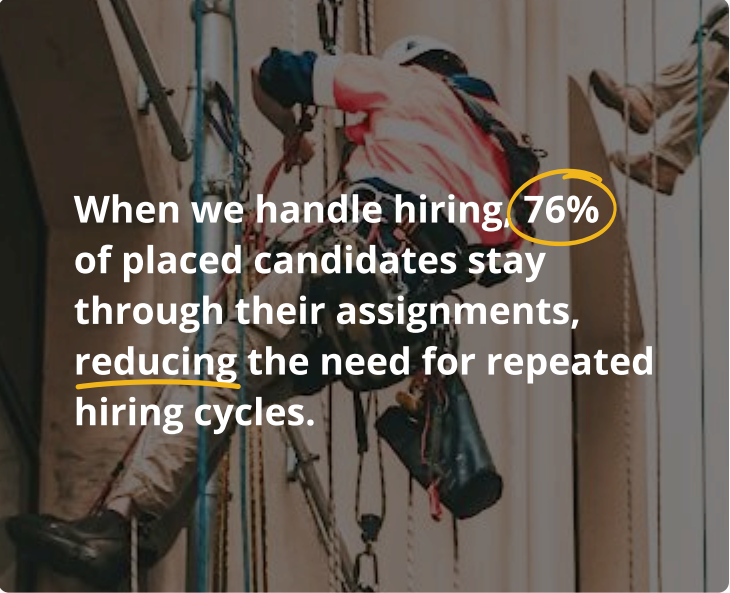
PROBLEM 4

Missed Candidate Matches

Problem

Blue-collar roles often require specific skills, certifications, or experiences that HR teams might not fully understand. Without in-depth industry knowledge, it's easy to make mismatched hires, leading to higher turnover and wasted time and resources.

Solution

At Spec on the Job, we go beyond simply filling roles—we focus on finding candidates who are a true match for your business. By leveraging our deep industry expertise and personalized approach, we ensure that every hire aligns with your **company's culture** and role requirements.

PROBLEM 5

High Turnover Costs

Problem

When businesses handle hiring internally, mismatched candidates and rushed processes often lead to high turnover. Every time you lose an employee, you don't just have to fill a position—you absorb the costs of hiring and training someone new. Beyond the financial impact, constant turnover disrupts productivity and morale, making maintaining a stable and efficient workforce harder.

Solution

Partnering with an expert agency helps you avoid expensive missteps, saving your business thousands—or even hundreds of thousands—of dollars annually. Think of the money saved on job ads, recruitment software, overtime work, and turnover costs.

Clients experience an average of 15-25% reduction in turnover rates when outsourcing hiring.

The Spec on the Job Approach: Hiring That Works for the Long Haul

At **Spec on the Job**, we don't just deliver candidates; we deliver results. Our clients trust us to ease the burden of recruitment, streamline the hiring process, and provide top-tier talent perfectly aligned with their needs.

With a 90% client retention rate, we build lasting partnerships and deliver consistent results.

Our Roadmap to Hiring the Right Candidate

We've developed a proven approach to find, vet, and **place the right candidates for your business** so you get the best fit every time. Here's how we make it happen:

1. Job Analysis

We start with a comprehensive consultation to fully understand the role, the required skills, and your company's culture. This ensures that every candidate we present is not just technically qualified but also a strong cultural fit, ready to thrive in your environment.

This process is enhanced by cutting-edge AI technology. While many are just beginning to explore AI's potential, we've tailored and trained it specifically for our hiring process. This allows us to analyze data faster, identify key candidate traits, and streamline the matching process to deliver the most accurate and efficient results for your business.

2. Sourcing Candidates

Leveraging our extensive database, advanced recruiting platforms, and connections from years in the industry, we tap into a vast network of pre-qualified candidates. Our sourcing process ensures we deliver top talent—even for hard-to-fill or niche roles.

3. Screening & Assessments

Our rigorous screening process goes beyond resumes. We conduct in-depth interviews and background checks to assess technical expertise, soft skills, and overall compatibility with your team. Skills assessments, tailored to your specific needs, ensure candidates have the practical experience required to excel.

4. Reference Checks

We conduct detailed reference checks to validate work history, skills, certifications, licenses, and reliability. This step provides peace of mind and guarantees that the candidates we recommend are thoroughly vetted and dependable.

5. Final Selection & Onboarding Support

We narrow down the best candidates and present detailed profiles to help you make informed decisions. Our dedicated compliance and HR team works closely with your business to adopt your best practices, ensuring a unified and seamless onboarding process. By aligning with your protocols, we make sure new hires integrate smoothly into your operations while meeting all compliance standards.

The Spec on the Job
Commitment to Excellence:

Tailored Solutions

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Industry Expertise

With deep knowledge of blue-collar industries, we can handle urgent or niche placements without compromising quality.

Advanced Technology

From applicant tracking systems to behavioral assessment tools, we use cutting-edge technology to streamline evaluations and deliver superior results.

Continuous Support

Our work doesn't end at placement. Ongoing onboarding assistance and a feedback loop ensure both clients and candidates remain satisfied, setting the stage for long-term success.

"The Spec on the Job team is not only knowledgeable but also very responsive, always ready to answer any questions and provide solutions to any challenges we face. Their dedication to their work is evident in the quality of the services they deliver."

- Building Supply Distributor

It's Time To Take the Stress Out of Hiring—We're Here to Help

Hiring doesn't have to be a source of constant stress for your team. By handing off recruitment to experts, you'll save time, cut costs, and gain access to the right talent to drive your business forward.

If recruitment is weighing your business down, it's time to take the next step.

Let's connect to see how Spec on the Job can help you grow your team.