

Embedded recruitment expertise to flex with your business.

Omni Flex is designed for scaling organisations with no dedicated recruitment function, as well as those with limited internal resource that need additional capacity, specialist expertise or greater delivery support during periods of increased hiring demand.

Delivered in your business and behind your brand, it provides flexible recruitment capability without the commitment of additional directly employed headcount or the cost of relying on agencies for every hire.

Talk to us about Omni Flex →

See how it works

ONE PARTNER. WIDER EXPERTISE

“Our partnership with Omni is vital in enabling us to deliver the critical capital investment plan. There has been a notable increase in the quality of candidates and we are achieving huge gains in hiring manager satisfaction.”

TALENT ACQUISITION MANAGER — AVIATION BUSINESS

237% increase in application volume generated through the partnership

Rapid
MOBILISATION

Behind
YOUR BRAND

Scales
WITH DEMAND

01 — THE CHALLENGE

Hiring demand rarely arrives on a schedule.

Growth, investment, contract wins, expansion, new teams or a sudden spike in vacancies can quickly overwhelm HR teams and hiring managers, even where a small internal team is already in place. The pressure is real — but adding further directly employed recruitment headcount before demand is clear can feel premature.

In many cases, the issue is not a lack of recruitment capability altogether, but insufficient capacity, specialist expertise or supporting technology to manage a concentrated period of hiring effectively.

Recruitment becomes another task for people who already have full-time roles, which can impact the candidate experience.

Application volumes become difficult to manage.

Agency fees increase with every hire.

Candidate communication becomes inconsistent.

Recruitment knowledge gets fragmented across suppliers.

Businesses hesitate to add permanent headcount before demand is predictable.

The issue is not always attracting applicants. It is also having the capacity and expertise to identify, engage and secure the right people.

02 — THE OMNI FLEX SOLUTION

More capability than agencies. *More flexibility* than in-house.

Omni's experienced Recruitment Partners work in your business (office, remote or hybrid) as an extension of your team, managing hiring across the agreed vacancies. They are backed by Omni's wider sourcing capability, technology and attraction specialists — support that would be difficult to replicate internally.

From day one, this gives you greater control over recruitment activity, clearer visibility of pipelines and progress, and a more consistent experience for candidates and hiring managers. It also leaves a lasting legacy, with stronger processes, better market insight and practical best practice that can continue to support your organisation beyond the engagement.



Embedded partner

Dedicated Recruitment Partner(s) working alongside your people, representing your brand consistently.



Wider Omni expertise

Specialist teams, technology, CRM and attraction capability standing behind every hire.



Flex up or down

Scale the resource as demand changes. Pay only for the support you need, only while you need it.

03 — TWO WAYS TO USE OMNI FLEX

Start with Sprint. Grow with Build.

Sprint solves the immediate hiring need. Build is the logical next step when you want to further professionalise the way recruitment works for the longer term. There is no large, fixed programme to commit to on day one.

✓ PRIMARY SERVICE

OMNI FLEX: SPRINT

Capacity when you need it.

Rapid, hands-on recruitment capacity for urgent or short-term hiring. Right for contract wins, growth, new team builds, hard-to-fill roles, backlogs or gaps in internal capacity.

- ✓ Access to recruitment tech
- ✓ Attraction planning
- ✓ Application management
- ✓ Shortlist delivery
- ✓ Interview coordination
- ✓ Pipeline reporting
- ✓ Job description development
- ✓ Direct sourcing
- ✓ Candidate screening
- ✓ Hiring manager support
- ✓ Offer management

OMNI FLEX: BUILD

Hire today, build for tomorrow.

Everything in Sprint, plus practical Talent Advisory support. Right for professionalising how you recruit to support long-term growth.

- ✓ Everything in Sprint, plus:

- ✓ Career site development
- ✓ Assessment and selection design
- ✓ EDI best practice
- ✓ Recruitment technology, AI deployment & reporting advice
- ✓ Employer brand support
- ✓ Hiring manager training
- ✓ Longer-term workforce planning

Start with Sprint to solve the immediate hiring need. Add Build when you are ready to strengthen the way recruitment works for the future.

04 — WHY IT MAKES COMMERCIAL SENSE

A model built for how scaling businesses actually hire.

TRADITIONAL AGENCIES

- Placement fees charged against each hire
- Vacancies managed separately, brief by brief
- Limited knowledge retained by the organisation
- Agency-led candidate experience
- Costs rise with every hire

MANAGING INTERNALLY

- Significant management and HR time
- High application-review workload
- Investment in licences, sourcing tools and tech
- Inconsistent candidate communication
- Limited capacity for proactive search

OMNI FLEX

- ✓ Flexible, service-based support
- ✓ Joined-up management across multiple vacancies
- ✓ Recruitment behind your brand
- ✓ Direct sourcing and structured screening
- ✓ Consistent candidate & hiring manager experience
- ✓ Access to wider recruitment technology & expertise
- ✓ Resource that scales in line with demand

05 — INVESTMENT

Omni Flex is priced through a simple monthly service fee, shaped around your hiring needs.

A more effective alternative to agency recruitment.

NO PLACEMENT FEES

Unlike traditional agencies, there are no placement fees or per-hire charges. Instead, a monthly service fee based on the level of Recruitment Partner resource applied. This can make Flex **50%** more cost-effective than an agency-led model, while delivering greater consistency, stronger talent pipelines and a better candidate experience.

WIDER SUPPORT INCLUDED

Your embedded Recruitment Partner works across the full hiring programme, supported by Omni's sourcing technology, CRM, AI, attraction expertise and specialist teams. This provides clearer visibility, greater control and recruitment capability that builds over time rather than starting again with every vacancy.

More flexible than an internal hire.

HIRING DIRECTLY

Hiring directly can be the right long-term option, but it takes time and brings fixed employment costs. An internal recruiter may also require separate investment in technology, licences, attraction and specialist support.

WITH OMNI FLEX

Omni Flex can be mobilised quickly and scaled up or down as demand changes, giving you access to experienced Recruitment Partners and Omni's wider recruitment infrastructure without adding directly employed headcount.

Pricing is confirmed following a short scoping conversation and reflects hiring volume, role complexity and the level of support required.

06 — HOW IT WORKS

Designed to mobilise quickly and adapt as you go.

01



Understand

A straightforward conversation about your vacancies, priorities, timescales and current challenges.

02



Shape

We recommend the right service, level of resource and model — Sprint or Build.

03



Embed

Your Recruitment Partner(s) become part of the team, working behind your brand and alongside your hiring managers.

04



Deliver

We manage the hiring, pipelines and stakeholder communication — with clear reporting throughout.

05



Evolve

As your needs change, the service scales, reduces, or expands to include advisory support.

07 — OUTCOMES

What good looks like — for your team and your candidates.



More internal capacity



Better candidate quality



Reduced agency dependency



Greater consistency



Clearer visibility & reporting



Stronger candidate experience



Support aligned to demand



Capability that grows with you

THE DIFFERENCE YOU CAN MEASURE

Working with Omni Flex is about more than extra capacity — it shifts the metrics that matter to your hiring outcomes.



~ Reduces

Time to hire



~ Reduces

Cost per hire



~ Improves

Candidate quality & retention



~ Improves

Hiring manager satisfaction

08 — WHAT OUR CLIENTS THINK

What our clients think.



“What sets Omni apart is their innovative and new ways of attracting talent and their understanding of our evolving business needs and culture and the impact this has on our people.”

People Director | Regulator organisation

3x increase in applications and 44% reduction in time to hire



“A difficult brief in a short space of time. Their insight and diligence were excellent and their approach highly professional.”

Contract Lead | HE organisation

New team (10 FTE) sourced within 40 days

Tell us about your hiring plans.

Share what is creating pressure today and where you need support. We will shape the right level of Omni Flex around your business — no large commitment on day one, no obligation.

To learn more about Omni and how we have helped organisations recruit more effectively visit www.omnirms.com