



# RECRUITMENT PROPOSAL

**BUILD YOUR  
TEAM  
WITH US**

[WWW.JEKRECRUITMENT.NL](http://WWW.JEKRECRUITMENT.NL)

# OUR TEAM

JEK Recruitment was founded 5 years ago by a seasoned team with over 40 years of collective recruitment experience. The people behind JEK, Joris Sikkema, Elly Kusters, Kevin Harleman and Bastien Francescato, have worked as a team for over a decade at one of the world's largest recruitment agencies. Specializing in HR and Finance (both permanent and interim roles), JEK focuses their expertise into helping companies building high performing teams, through a personal approach. Putting the right person in the right place.



**JORIS SIKKEMA**  
Partner

[joris@jekrecruitment.nl](mailto:joris@jekrecruitment.nl)  
M: 06 21 90 69 62



**BASTIEN  
FRANCESCATO**  
Partner

[elly@jekrecruitment.nl](mailto:elly@jekrecruitment.nl)  
M: 06 20 06 50 63



**ELLY KUSTERS**  
Partner

[elly@jekrecruitment.nl](mailto:elly@jekrecruitment.nl)  
M: 06 20 06 50 63



**KEVIN HARLEMAN**  
Partner

[kevin@jekrecruitment.nl](mailto:kevin@jekrecruitment.nl)  
M: 06 15 44 82 77

## WHY CLIENTS CHOOSE JEK?

- **QUALITY & SPEED:** due to our vast personal network, we can deliver a shortlist within days. We don't match CV's but people we already know.
- **YOU ONLY WORK WITH US:** If you choose to work with JEK, you work directly with the 4 partners and no-one else.
- **REAL INDUSTRY KNOWLEDGE AND EXPERIENCE;** JEK stands for 4 partners, each between 10 and 15 years of recruitment experience, specifically focussing on companies (Corporates/Scale-ups) in change: Scaling, Integrations, Growth, Transformation.
- **TRUE FLEXIBILITY:** Because JEK is small, we are highly adaptable. We are not in the Volume business, but work exclusively with a relative small group of clients, catering towards their specific needs.

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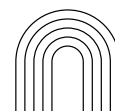
# COMMERCIAL PROPOSAL

We appreciate the opportunity to present our recruitment services for your hiring needs. Our team at JEK Recruitment is committed to providing tailored solutions to help you find the best talent for your organization. Below are our proposed pricing options:



## SHORTLIST FEE

- A shortlist fee of 7% of the estimated yearly salary for the position
- The shortlist fee is billed after 2 candidates have been invited for interviews by the client.
- The remaining placement fee (15%) will be applicable upon successful placement.
- Free replacement period: 2 months.



## NO-CURE-NO PAY

- No upfront fees.
- A placement fee of 24% of the candidate's first-year annual salary upon recruitment (based on Full Time)
- Free replacement period: trial period (max 2 months)

## TEMP-TO-PERM

- The candidate is initially employed and payrolled by the recruitment agency (acting as the legal employer and intermediary).
- The candidate performs work under the supervision and direction of the client during an agreed temporary assignment period.
- After a defined period (e.g., 6 months), the client is granted the contractual right to offer the candidate direct employment without an additional transfer fee or buy-out.

## ADDITIONAL NOTES

- All fees are subject to VAT at the prevailing rate.
- On this proposal the General T&C's of JEK Recruitment BV are applicable.
- In the event of a job being cancelled, after JEK has presented a shortlist and at least one candidate has been invited, a cancellation fee of 1500,- will be invoiced to the client.

**JEK RECRUITMENT**

**TAKING YOUR TEAM  
TO THE NEXT LEVEL**

**CONTACT US**

Joris Sikkema  
joris@jekrecruitment.nl  
M: +31621906962

Elly Kusters  
elly@jekrecruitment.nl  
M: +31620065063

Kevin Harleman  
kevin@jekrecruitment.nl  
M: +316 15448277

Bastien Francescato  
bastien@jekrecruitment.nl  
M: +31634267774



## OUR CLIENTS

