

ConTrust Group x Hire Africa

More recruitment capacity. Without the same London cost base.

How Hire Africa helped ConTrust Group add an embedded four-person offshore recruitment team, increase candidate-delivery capacity and support growth without adding equivalent UK headcount.

ConTrust Group

UK staffing and recruitment business supporting clients across Construction, Data Centres and Fire Protection in the UK, Europe and the US.

Embedded offshore delivery

4

Embedded offshore
team members

~47%

Increase in supported
recruitment delivery capacity

~31.5%

Lower estimated
employment cost vs
equivalent London structure

~£49.8K

Estimated annual
employment-cost saving

The challenge

Growth was creating more delivery work behind every recruiter.

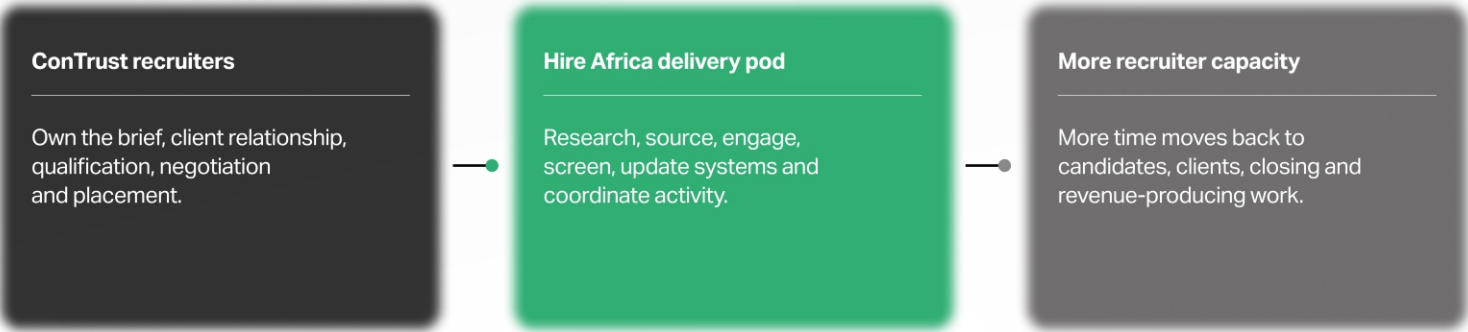
As ConTrust grew, more of the team's time was being absorbed by candidate research, sourcing, outreach, recruitment administration and coordination

The business did not simply need more CVs. It needed additional delivery capacity behind its existing recruiters - without replicating the cost of building the same support structure in London.

More recruitment capacity. Without the same London cost base.

Hire Africa helped build a four-person delivery team that plugged into the recruitment workflow and took ownership of repeatable, time-heavy work.

Before	After
Onshore consultants were carrying both high-value recruiter work and delivery-heavy support tasks.	The offshore team absorbed the repeatable delivery layer so the core team could focus higher up the value chain.
Candidate research and market mapping	More time for client relationships and business development
Sourcing and first-stage outreach	More candidate conversations handled by senior recruiters
Screening and shortlist preparation	Greater sourcing coverage across active requirements
CRM and candidate data administration	More consistent data and process support
Interview coordination and follow-up	A scalable delivery layer that could grow with demand
General recruitment and HR support	



The point was not to replace ConTrust's recruiters. It was to remove enough of the delivery workload underneath them that the existing team could handle more activity without matching every increase in demand with another London hire.

The benefit was capacity first, cost second.

ConTrust gained an additional delivery layer behind its recruiters, while keeping the commercial model materially below the estimated cost of building an equivalent structure in London.

Productivity impact

~47%

Increase in supported recruitment delivery capacity after transferring sourcing, research, coordination and administration into the offshore pod.

What that meant in practice

More roles could be supported without adding equivalent UK delivery headcount.

Where time moved

Back toward candidate conversations, client contact, business development and closing work.

£157,776

Estimated annual employment cost of 4 London recruitment resourcers + 1 team lead

£108,000

Hire Africa managed-team price at £9,000 per month

£49,776

Estimated annual saving

31.5%

Estimated reduction in employment cost

How the saving was calculated

Equivalent London structure: 4 Recruitment Resources at £25,420 average base + 1 Recruitment Team Leader at £36,000 average base, plus estimated employer NI and minimum employer pension. Total estimated employment cost: **£157,776/year**.

Hire Africa managed-team price: **£108,000/year**.

It's worked really well for us. Hire Africa helped us bring four people into the team without taking on the same level of cost we would have had hiring locally. They've fitted into the business well, and Dayo and the team have been easy to work with. I'd happily recommend them.

Aaron Armstrong - Group Operations Manager, ConTrust Group

