

OPTIMA CONNECT

Features (Click features for more info)

	Free	DIY	Assisted
Unlimited Jobs	✓	✓	✓
Personalised Applicant Tracking System (ATS) With Job Specific Insights	✓	✓	✓
Adverts Posted Externally And To Optima's CRM	✓	✓	✓
Applications Sent To You, Daily	✓	✓	✓
Market Insights And Guides	✓	✓	✓
Wider Job Advert Coverage	✗	✓	✓
Full Access To Our Job Spec Library	✗	✓	✓
1 Way Video Interview Platform	✗	✓	✓
Individual Ratings For Every Applicant	✗	✓	✓
Dedicated Account Manager	✗	✗	✓
Advert/Candidate Attraction Training & Support	✗	✗	✓
Email Marketing Campaign	✗	✗	✓
McQuaig Cultural Benchmarking & Suggested Interview Questions	✗	✗	✓
Rebate On Declined Applicants Placed Elsewhere by Optima	-	5%	10%
Pre - Approved Discount On Talent Vault	-	5%	10%
Pricing:			
12-month contract - paid annually (up-front)	£0	£250 per month	£417 per month
Rolling monthly contract	£0	£375 per month	£625 per month

Sign Up

Start 14 day free trial

Start 14 day free trial

Everything you need to recruit
WITHOUT using agencies.





FAQ'S

What does the "advert/candidate attraction training" involve?

Our team offers training and support on crafting job adverts and attracting the right candidates. We provide feedback on your recruitment campaigns to help improve effectiveness.

What are the email marketing campaigns, and how do they help?

We create tailored email campaigns that are sent to potential candidates in our database. This increases the reach of your job advert and improves the chances of attracting high-quality candidates, even if they haven't spotted your advert yet.

How does the 1-Way Video Interview Platform work?

Our platform allows candidates to respond to your customised screening questions via video. They receive an email link, answer each question within an allotted time, and you can review their responses at your convenience. This saves time on initial interviews.

How does the Cultural Benchmarking feature work?

We use the McQuaig assessment to set a "benchmark" for your ideal candidate - each member of your hiring completes a short survey, and the results form a profile of the desired candidate's behavioural tendencies. We then provide suggested interview questions and answers to help you get the best possible match.

What is the benefit of a dedicated account manager?

Your dedicated account manager will provide personalised support throughout your subscription, helping you get the most from our platform, answering questions, pre-screening CVs and troubleshoot any issues.

How do I earn a rebate on declined applicants placed elsewhere by Optima?

If you decide against someone, but they secure a position through Optima's recruitment team, we offer you a rebate as a thank-you for sourcing the application through your advert.



FAQ'S

What is included in the personalised applicant ratings?

Every candidate who applies is rated based on job-specific criteria that you set. Saving valuable time for your hiring team.

Can I still get the discount on additional services if I'm on a rolling contract?

Yes, but only on invoices sent before the end of 2024. We recommend a 12-month commitment for the best value and to ensure continuity in service and pricing.

How does the personalised applicant tracking system (ATS) work?

Our ATS is tailored to your needs and integrates with your recruitment processes. It provides job-specific insights, making it easier to manage applications and select top candidates.

Can I get a discount on recruitment and consultancy services?

Yes, if you're an active subscriber, you'll automatically receive a pre-approved discount on additional recruitment or consultancy services supplied by Optima.

How can I ensure I attract and retain the best talent?

Our support team will provide coaching, feedback, and advice on attracting, screening, and retaining top talent, tailored to your specific industry and company needs.

What kind of market insights and guides will I receive?

You'll have early access to salary guides, recruitment trends, and expert guides on topics like writing effective job ads and improving interview techniques. Additionally, we may offer monthly Q&A sessions to further assist your hiring efforts.



Features - Additional Info

Unlimited Jobs - Post all of your live jobs with no limit to the number of hires you can make.

Personalised Applicant Tracking System (ATS) with Job-Specific Insights - Tailor our ATS to your needs, complete with detailed insights for each job posting.

Adverts Posted Externally And To Optima's CRM - Upload your advert once and we'll post to multiple platforms, including our CRM..

Applications Sent To You, Daily - You receive and own all applications submitted for your jobs.

Market Insights And Guides - Access salary benchmarking data, recruitment advice and advert writing guides..

Wider Job Advert Coverage - Reach more candidates with extended coverage for your job postings across our networks.

Full Access To Our Job Spec Library - A bank of job specifications used by other companies. This should save you the time and effort of writing every job description from scratch when you come to hire, as well as giving an insight into what others expect from people with the same job title.

1-Way Video Interview Platform - Candidates answer pre-set video interview questions, saving you time on early-stage interviews.

Dedicated Account Manager - Get personalised support from your own dedicated account manager.

Individual Ratings for Every Applicant - Receive detailed applicant ratings based on set criteria to streamline your selection process.

Advert/Candidate Attraction Training & Support - Access training and guidance on attracting the best candidates with well-crafted adverts.

Email Marketing Campaign - Boost visibility with tailored email campaigns targeting potential candidates.

McQuaig Cultural Benchmarking & Suggested Interview Questions - Use behavioural benchmarks to assess cultural fit, complete with custom interview questions.

Rebate on Declined Applicants Placed Elsewhere by Optima - Earn a rebate if an applicant you pass on is placed in another role through our services.

Pre-Approved Discount on Partnership & Consultancy Services - Receive automatic discounts on recruitment and consultancy services for active subscribers.