Solution Provider Profile

RecruitiFi

Company At-a-Glance

2013	~50	300+	20,000+	Website
Year Founded	Number of Employees	Number of Clients	Total End Users	www.recruitifi.com

Name of Product/Services Offered	RecruitiFi — an agency management platform for all third-party agency hiring, covering permanent placement, staff augmentation and SOW
Headquarters	New York, NY (USA)
Geographic Coverage	Global: Clients hire across 70+ countries; payments in 100+ currencies
Top Customers	Mastercard, Goodyear, Golden State Foods, Sutherland, Lifepoint Health, Protective, TD Bank

RecruitiFi

Overview and Value Proposition

RecruitiFi is a digital platform for all third-party spend, connecting enterprises with 20,000+ vetted recruiters across ~4,000 staffing vendors. Founded in 2013 and headquartered in New York, RecruitiFi supports permanent placement, staff augmentation, and SOW-based engagements on a single platform operating globally with hiring across 70+ countries and payments in 100+ currencies.

RecruitiFi delivers the value of an MSP and a VMS in a single, easy-to-activate, easy-to-use platform. In short, it is a digital MSP with fully embedded VMS functionality. A company's existing agency solution providers are consolidated onto the platform under a single universal contract, with RecruitiFi as the single solution provider of record, handling all billing, collections, and payouts in any currency, with local compliance and required VAT managed centrally. From day one, clients also gain access to a marketplace of 20,000+ vetted individual recruiters from ~4,000 top agency suppliers aggregated over 13 years, covering virtually every agency in North America and the top ones globally, all operating on the same set of terms.

RecruitiFi is 100% solution provider-paid with no markup to clients. Activation is free and typically completed in weeks, with no disruption to existing preferred-agency relationships or fees. Clients realize savings across three dimensions: (1) Admin Savings: no sourcing, vetting, or contracting agencies; (2) Visibility Savings: exposes rogue hires and contract overstays; and (3) Community Savings: approximately 50% of hires come from lower-cost vetted agencies in the marketplace. Together with native ATS/HCM integrations and enterprise-grade compliance and treasury, RecruitiFi delivers measurable cost reduction, faster time-to-fill, and consolidated visibility across all agency spend.

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Backed by a comprehensive success and support model, RecruitiFi's dedicated Customer Strategy Team drives program outcomes with thousands of proven campaigns, layered account management, and access to exclusive communities and workforce science. Clients get 24/7/365 global support in 200+ languages across phone, chat, and email, with a 90%+ CSAT and sub-20 second response times.

Core Capabilities

Managed Program Services: RecruitiFi provides the program layer of an MSP for contingent labor and an RPO for permanent hiring. Supplier sourcing, vetting, contracting, procurement, and continuous scoring, plus agency governance, compliance oversight, and program insights, delivered through the platform rather than an outsourced team.

System of Record: Sourcing, submittals, placements, timekeeping, compliance tracking, business intelligence, and reporting are unified within a single system across all engagement types.

Agency Marketplace: A network of 20,000+ proven, vetted recruiters across search firms and staffing agencies, competing on quality, cost, and performance, built directly into your program. Each is pre-vetted, pre-contracted, and continuously scored, so you never have to run an RFP to secure supply.

Global Billing and Payments: Consolidated invoicing and payments, from one-time placement fees to weekly contingent billing, across currencies and geographies through treasury management.

Modules & Features	Descriptions
Agency Management Platform	Consolidates all third-party agency spend, permanent placement, staff augmentation, and SOW onto a single platform under one universal contract, with RecruitiFi as the sole solution provider of record
Requisitions	A live requisition dashboard that gives clients real-time visibility into open reqs across every agency on the platform, replacing the fragmented updates typical of traditional agency relationships
Agencies	Preferred agency management tooling that consolidates solution provider relationships, contracts and performance under a single system rather than dozens of separate agreements
Reports	Real-time enterprise spend analytics across the full agency supplier base, giving TA and finance leaders a consolidated view of cost, activity and performance by solution provider, region and requisition type
Agency Performance Scoring	Continuous scoring of agencies, based on submission quality, candidate outcomes and hire rates, so matching improves over time without manual review cycles
Billing, Compliance & Treasury	Centralized billing, collections and payouts in more than 100 currencies, with local compliance and required VAT managed centrally across every market

Modules & Features	Descriptions
AI-Powered Matching & Analytics	Job-to-agency matching algorithms and platform analytics, with a governance-aware approach to candidate-facing AI use and an expanded analytics capability targeted for Q4 2026
Customer Strategy & Support	A dedicated Customer Strategy Team backed by thousands of proven campaigns, layered account management, and access to exclusive communities and workforce science, plus 24/7 global support in 200+ languages

Agency Performance Scoring

RecruitiFi provides an organization a real-time look into how each of their agencies performs. RecruitiFi scores agencies continuously across all client engagements on the platform, based on submission quality, candidate outcomes, and hire rates, so matching improves over time without requiring manual review cycles.

Use cases include:

- → Identifying top-performing recruiters within a single staffing firm despite wide variability across the agency.
- → Routing job orders to recruiters with the strongest track record for a given role type or industry.

- → Surfacing declining recruiter performance before it affects fill rates or candidate quality.
- → Benchmarking recruiter performance across agencies to inform which solution providers deserve more volume.

Reports

RecruitiFi consolidates third-party spend into real-time reporting at the enterprise, team and agency level, giving TA and finance leaders visibility they have previously lacked. Because all supplier activity runs through one platform, compliance documentation is continuously maintained and audit-ready.

Use cases include:

- → Tracking total third-party spend by agency, region and requisition type in real time.
- → Identifying rogue hires and contract overstays before they become audit findings.
- → Benchmarking agency fee rates across the marketplace to inform volume and solution provider decisions.
- → Producing audit-ready compliance documentation across every market without manual compilation.

Screenshots: Provided by RecruitiFi

Figure 1: RecruitiFi at a Glance

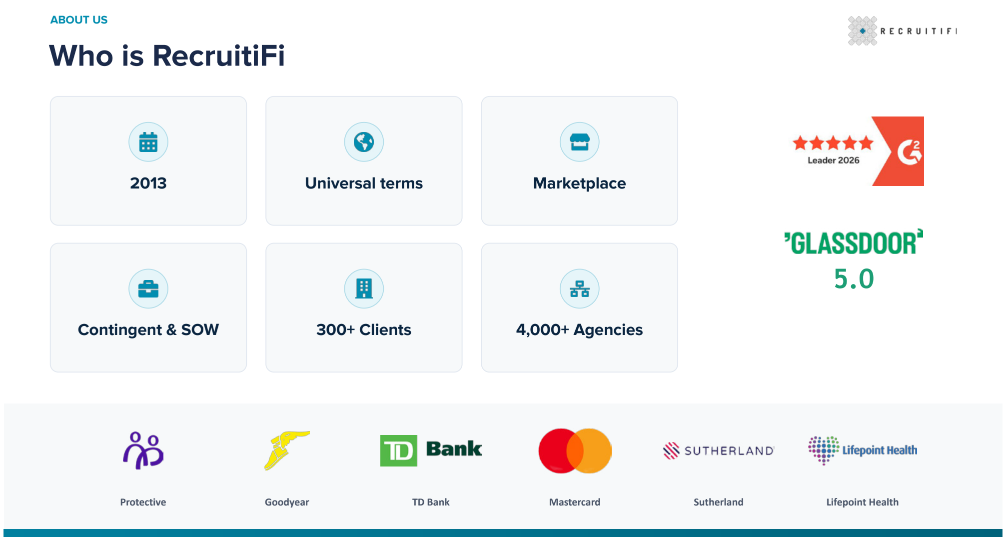


Figure 2: Traditional Inefficient Structure — Traditional MSP + VMS

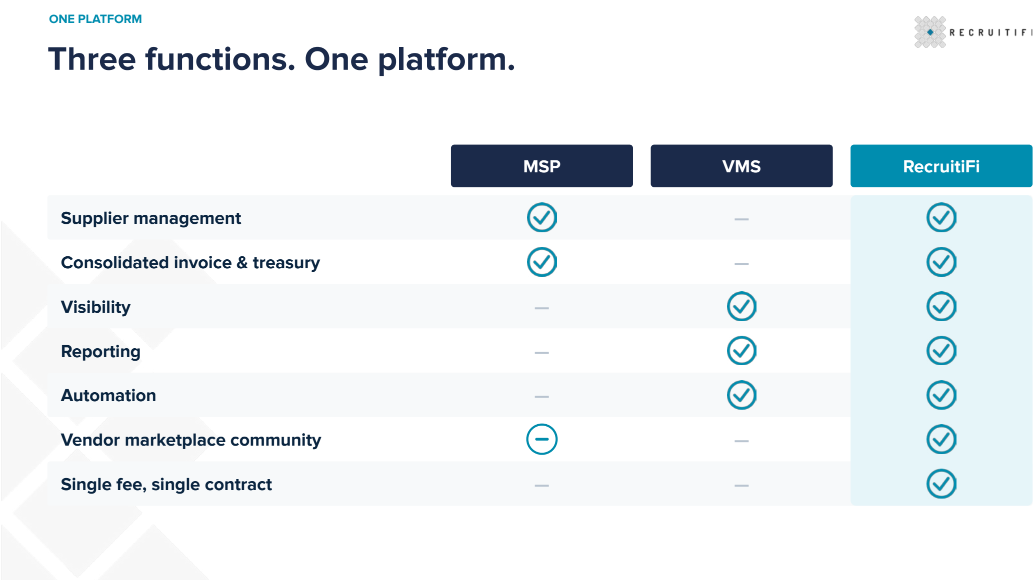
ONE PLATFORM

Three functions. One platform.

	MSP	VMS	RecruitiFi
Supplier management	✓	—	✓
Consolidated invoice & treasury	✓	—	✓
Visibility	—	✓	✓
Reporting	—	✓	✓
Automation	—	✓	✓
Vendor marketplace community	⊖	—	✓
Single fee, single contract	—	—	✓

Screenshots: Provided by RecruitiFi

Figure 3: The RecruitiFi Digital MSP — Unified Platform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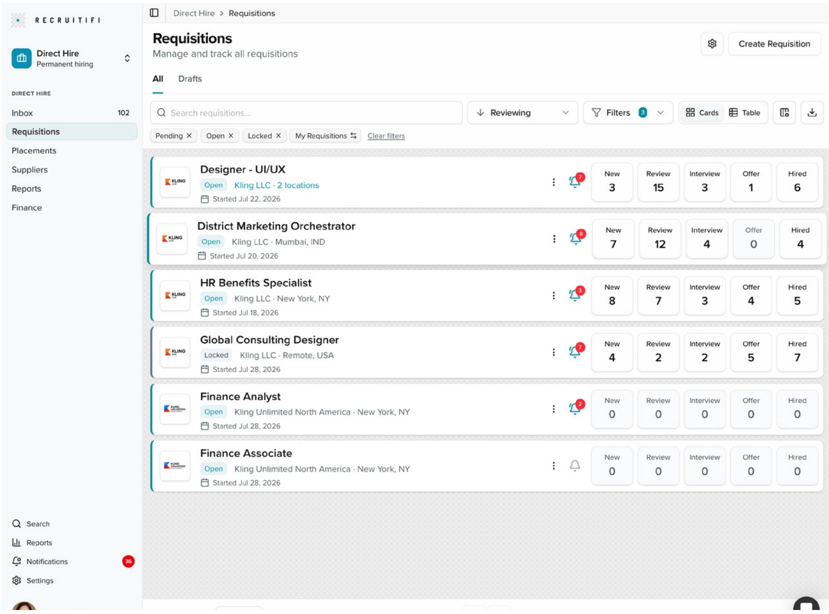
Vendor marketplace community	⊖	—	✓
Single fee, single contract	—	—	✓

Figure 4: JobCasts — Live Requisition Dashboard



Screenshots: Provided by RecruitiFi

Figure 5: Agencies — Preferred Agency Management

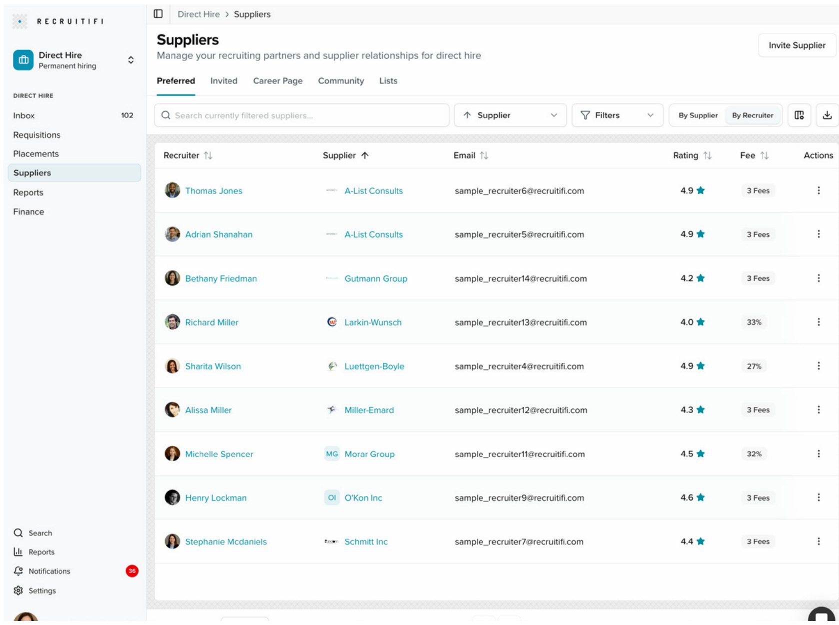
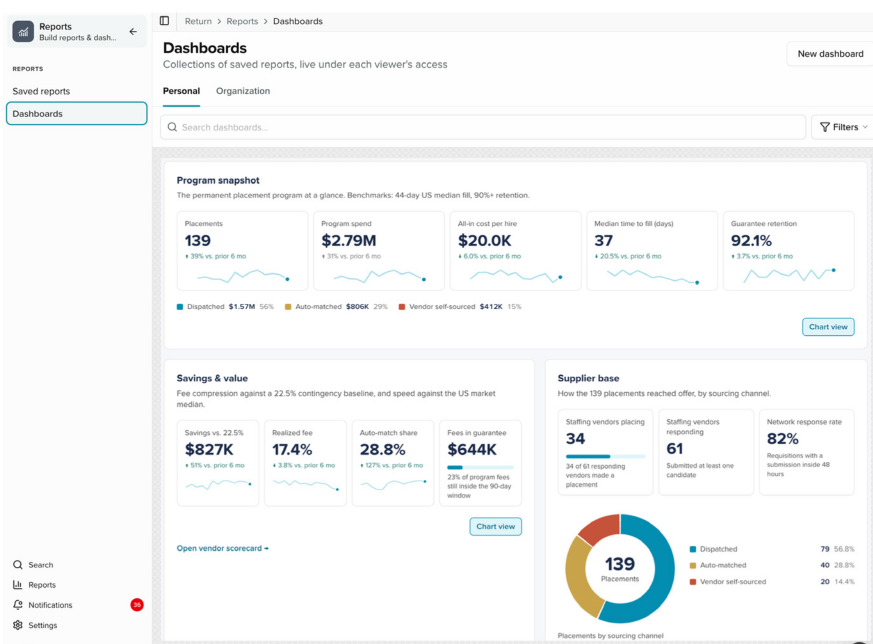


Figure 6: Reports — Real-Time Enterprise Spend Analytics



Analysis by Brandon Hall Group™

Situational Analysis

Third-party hiring is one of the largest and least controlled cost centers in enterprise talent acquisition.

> Organizations spend heavily on staffing agencies and contingent labor solution providers to fill permanent, contract, and statement-of-work roles, yet most have no consolidated view of what that spend totals, where it goes, or whether it is producing results. Agency relationships accumulate over time, each with its own contract, fee structure and billing arrangement, in some cases across dozens of solution providers and multiple countries. The problem is structural: Because each agency relationship is managed separately, there is no natural forcing function to compare performance, benchmark rates or surface lower-cost alternatives. Spend simply accumulates, invisible to both talent acquisition and finance, until something external, typically an audit or a budget review, forces a reckoning.

The compliance dimension compounds the cost problem.

> Third-party engagements carry legal and regulatory obligations that vary by country, contract type and worker classification, and when those obligations are managed through manual processes and offline agreements, errors accumulate. Worker misclassification, contract overstays and undocumented agency arrangements do not resolve themselves through better intentions; they require systematic controls to prevent. Organizations often do not discover the financial and legal consequences until an audit forces the issue, at which point remediation costs, including back pay, penalties and corrective contracting, typically exceed what a purpose-built platform would have cost to deploy.

> Brandon Hall Group™ research consistently shows that talent acquisition organizations with consolidated, platform-based agency management outperform those without it on both cost efficiency and compliance outcomes.

Challenges to the Business

Without a unified platform, agencies compete on relationship rather than performance.

> Without a unified platform, organizations pay each agency separately, on different terms, with no mechanism to compare performance or fee rates across the supplier base. Preferred solution providers get repeat business by default rather than merit, and lower-cost alternatives in the market go untapped. Rogue hiring, when hiring managers engage agencies outside established channels, creates additional unauthorized spend that does not appear in any budget or report.
>
> The deeper problem is that there is no organizational incentive to change this pattern. Hiring managers work with agencies they know; procurement teams lack visibility into TA spend; and finance cannot enforce what it cannot see. Fee rates drift upward, preferred-solution provider agreements renew without performance review, and the cost of doing nothing stays invisible until someone adds it up.

Multi-country operations multiply both the cost and compliance problems.

> On the compliance side, workers on contingent contracts regularly remain on-site beyond their agreed end dates, creating misclassification risk and legal liability that compounds with each passing pay period. Operating across multiple countries multiplies both problems, since each market adds currency exposure, local tax obligations, insurance requirements and labor law complexity that manual processes cannot reliably absorb. A staffing program that is manageable in a single domestic market can become genuinely uncontrollable at global scale.
>
> Payment timelines vary by country, currency conversion adds cost and error, and the regulatory definition of a contingent worker differs enough from one jurisdiction to the next that a compliance approach built for one market will fail in another. Most organizations managing this through spreadsheets, email chains, and country-by-country solution provider contacts are not so much managing the risk as delaying its discovery.

Implications for the Business

MARKET OPPORTUNITY

Enterprises that consolidate third-party spend onto a unified platform will capture savings that competitors relying on fragmented solution provider relationships cannot match, as agency spend increasingly comes under scrutiny as a controllable cost center

THE CHALLENGE

Uncontrolled agency spend has a direct bottom-line impact. Without visibility into what third-party hiring actually costs across the full supplier base, organizations consistently overpay, defaulting to familiar solution providers at established rates rather than competing the work across a broader, performance-ranked market.

COMPETITIVE FRAMING

The accurate benchmark for RecruitiFi is not standalone VMS software or traditional staffing MSPs that charge licensing and management fees, but a solution provider-paid marketplace model that eliminates the fee structure altogether.

IMPLICATIONS FOR BUYERS

Organizations absorbing cost and compliance risk through fragmented solution provider relationships are funding a problem that a unified platform would eliminate.

The Cost of Inaction Compounds

> The compliance exposure carries its own financial consequences. Contract overstays, worker misclassification and undocumented agency relationships create liability that typically surfaces through audits rather than operational controls. When it does surface, remediation costs, including back pay, penalties, legal fees and corrective contracting, routinely exceed what a purpose-built management platform would have cost to implement.

Questions to be Answered by the Business

1. Can your organization state what it spent on third-party agency fees last year, by solution provider, across every market?

2. How much of that spend originated outside established procurement channels, and is it visible to TA and finance leadership?

3. How many contingent workers currently on-site have passed their contracted end dates, and how would you know?

4. When did you last compete an agency requirement across your full supplier base rather than routing it to a preferred solution provider by default?

5. If a compliance audit of all third-party labor engagements were requested today, how long would it take to produce a complete record of contract terms, worker classifications, end dates and payments across every market?

RecruitiFi as the Answer

1 RecruitiFi's Commercial Model Is Structurally Different

Enterprises traditionally run separate providers to manage agency hiring: an MSP for the contingent program, an RPO for permanent staffing, a VMS for the system of record, and a marketplace for supply. RecruitiFi delivers it all through a single AI-native platform with a single point of accountability.

The legacy model splits this work among separate providers, resulting in stacked fees, disconnected systems, and divided accountability. It leaves a gap between the VMS that tracks spend and the MSP that sources, contracts, manages, and pays vendors. RecruitiFi consolidates the program, the network, the transaction, and the money movement into a unified platform with one point of accountability.

2 Consolidation Replaces Fragmentation Overnight

RecruitiFi consolidates an organization's existing agency relationships under a single universal contract, with RecruitiFi as the sole solution provider of record, managing all billing, compliance and payments across any currency. From day one, clients also gain access to a vetted marketplace of more than 20,000 recruiters across approximately 4,000 agencies, covering virtually every staffing firm in North America and the top ones globally, all operating on the same terms.

3 Operational Controls Close the Cost and Compliance Gaps

The platform addresses the cost and compliance gaps through operational controls rather than reporting after the fact. Rogue hiring is eliminated because all agency engagement flows through a single channel with a single contract. Contingent worker end dates are enforced through automated notifications before overstays can occur. Spend is consolidated into real-time reporting at the enterprise, team and agency level, and because all supplier activity runs through one platform, compliance documentation is continuously maintained and audit-ready.

4 One Platform for All Talent Needs

RecruitiFi provides a unified ecosystem for all enterprise talent acquisition needs. Whether hiring full-time employees, contractors, temporary staff, or project-based resources, users have a single, centralized location to source, select, onboard, track time, and manage invoicing. By streamlining and automating every stage of the lifecycle, RecruitiFi delivers comprehensive visibility and real-time reporting on how organizations utilize their global talent.

5 AI Matching With a Governance-Aware Approach

RecruitiFi applies AI to job-to-agency matching and platform analytics, with a deliberate approach to candidate-facing use. Some enterprise clients, including those in highly regulated industries, restrict AI-driven candidate selection on governance grounds, and the platform accommodates that requirement while maintaining algorithmic matching at the agency and requisition level. An expanded AI analytics capability is targeted for Q4 2026, a timeline consistent with where enterprise TA organizations actually are in adopting AI-driven workforce insights.

For organizations that have been managing third-party labor through fragmented contracts, manual processes and incumbent solution provider relationships, the cost of that approach is already running, even if it has not yet been fully counted. Brandon Hall Group™ views RecruitiFi as a credible, well-positioned solution provider for organizations serious about consolidating third-party spend into a single, accountable system.

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Brandon Hall Group™

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To provide CHROs, CLOs and workforce leaders with the intelligence, tools and community they need to drive business transformation through human capital excellence.

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