

JOB WATCHERS RATE SHEET FOR COMPANIES LOOKING FOR TALENT

AI-Powered Staffing & Talent Acceleration

ABOUT US

Job Watchers is a talent acceleration and staffing agency specializing in AI, Product, Data, and Engineering talent. We use the RPO method that best fits your business. We partner with companies to deliver **pre-vetted, high-retention candidates** sourced through our academy pipelines — saving time, cost, and turnover risk.

WHY COMPANIES WORK WITH US

Core Value	What We Deliver
Cost Efficiency	Lower turnover, reduced vacancy cost, flat-fee options
Reliability & Scalability	On-demand hiring support beyond HR capacity
Speed & Differentiation	Pre-vetted talent, job-ready candidates, fast placement

SERVICE MODELS

Service Type	Description	Typical Use Case
Direct Hire (Permanent Placement)	One-time percentage fee for salaried roles	Full-time, Product, Engineering positions
Contract Staffing (Hourly/Project-Based)	Talent remains on our payroll; flexible deployment	Projects, growth sprints, testing talent
Flat-Fee Recruitment	Fixed price per hire (no % of salary)	Startups, budget-sensitive hiring

**Retainer / Embedded
Recruiting**

Monthly partnership for
ongoing hiring needs

Scaling companies,
multiple roles

PRICING STRUCTURE (Starting Rates)

(Customized quotes available based on role volume & seniority)

Model	Market Rate
Direct Hire	20% – 25% of first-year salary
Contract Staffing	Bill rate = Pay rate + 30–50%
Flat Fee	\$3,000 – \$7,000 per role
Retainer	\$5,000 – \$10,000/month

OUR TALENT PIPELINE

- AI, Product, Data & Engineering Talent
 - Candidates trained through Job Watchers Academy:
 - Resume readiness
 - Interview preparation
 - Culture-fit & retention coaching
-

INDUSTRIES WE SERVE

- ✓ Technology & SaaS
- ✓ AI & Machine Learning
- ✓ FinTech & Startups

- ✓ Healthcare Technology
 - ✓ Corporate & Enterprise Teams and more
-

LET'S PARTNER

To discuss hiring needs or request a proposal:

 [**hiretalent@jobwatchersstaffing.com**](mailto:hiretalent@jobwatchersstaffing.com)

 [**www.jobwatchersstaffing.com**](http://www.jobwatchersstaffing.com)

 Based in Houston, Serving Nationwide and International
