DeepSource

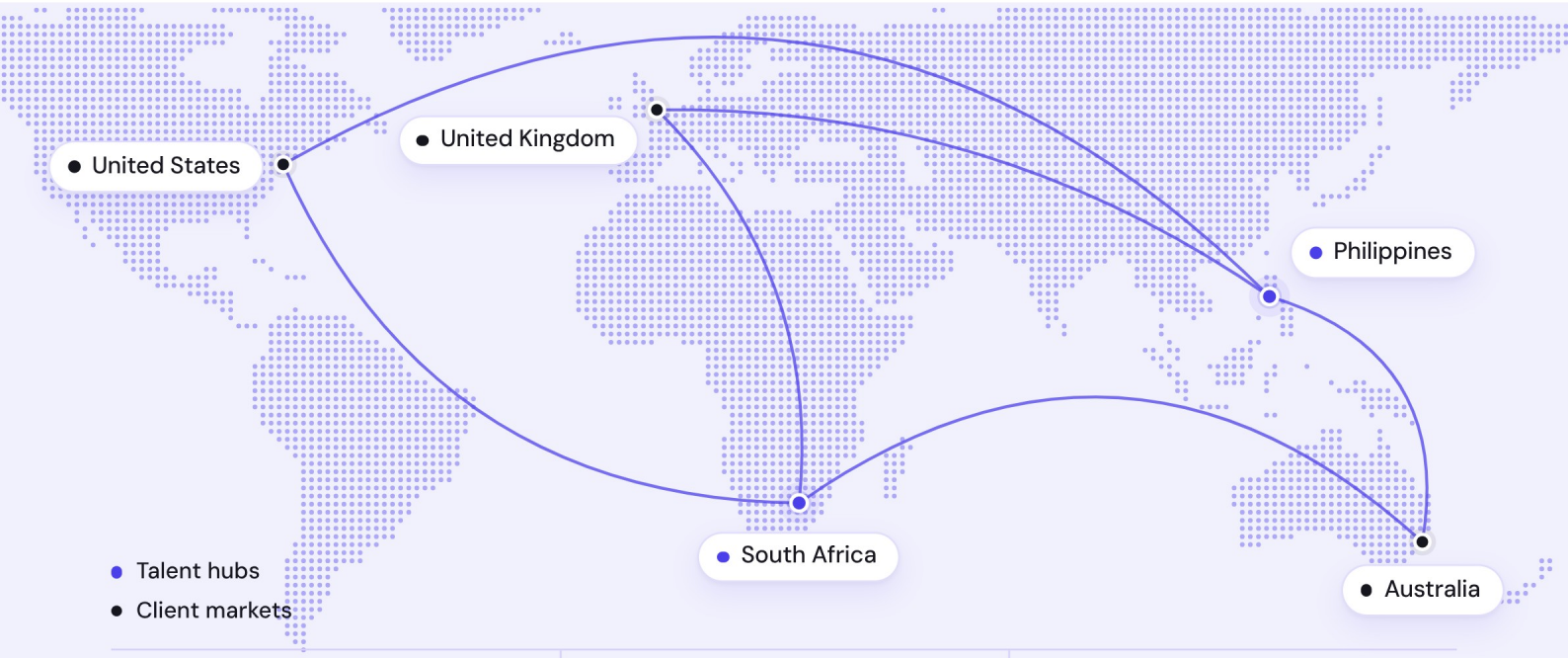
CLIENT BROCHURE · 2026

Sourcing from Philippines · South Africa

For teams in UK US AU

Specialist recruitment & HR talent. Without borders.

Recruitment, HR and candidate support talent from the Philippines and South Africa for teams in the UK, US and Australia. Proven in Deep Assessment, tracked in your own client portal and ATS, and equipped by DeepSource IT.



£4,500
Flat acquisition fee per hire

£250 /mo
One management fee, everything included

100%
Of base salary goes to your hire

All prices exclude VAT

Not a generic BPO. A specialist partner.

Agency desk, in-house hiring team, People function or talent brand. We don't just fill seats. We embed experienced recruitment and HR professionals from the Philippines and South Africa who speak your language, understand your culture and drive your operations from day one.

DEEPSOURCE AT A GLANCE

£4,500
Flat acquisition fee per placement, the same for both countries

£250 /mo
Management fee covering EOR, payroll, compliance, HR care and replacement cover

100%
Of base salary goes to your hire. You set the pay; we benchmark it

2 weeks
Shortlist target from your brief

2 days
Compliant onboarding in as little as two business days, subject to documentation

12 months
Free replacement if your hire leaves. Terms apply

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Local hiring is getting dearer. And harder to undo.

UK employment costs keep climbing. Every UK hire now carries more cost, more red tape and less room to get it wrong. Businesses are under immense pressure to do more with less, and budgets are stretched thin.

15%

Employer National Insurance since April 2025

£5,000

The new, lower threshold where employer NI starts

6 months

From January 2027, UK staff can claim unfair dismissal after six months instead of two years

50–70%

Potential cost savings versus a comparable local hire

> "The opportunity right now isn't about cutting corners; it's about having the best of both worlds."

Elite offshore talent at the top of their game, paid properly and employed compliantly.

Jake Talbot, Founder

COST

Pay for talent, not overhead

100% of base salary goes to your hire. Statutory costs at cost. One flat fee and one clear monthly invoice.

FLEXIBILITY

Commitment you can adjust

A three-month minimum and 35 days' notice to end a hire, with compliant local employment through our EOR partner.

PROTECTION

Covered if it doesn't work out

A 12-month free replacement guarantee, terms apply. Every candidate is interviewed and proven in Deep Assessment.

Two ways to hire offshore. Only one works.

Offshore hiring can transform your business, but only if you do it properly: pay people fairly, give them real benefits and treat them as part of your team.

WHAT GIVES OFFSHORE A BAD NAME

Race-to-the-bottom pay
Paying the lowest rate the market will bear. Good people leave the moment a better offer lands.

No benefits, no security
Freelance gig contracts with no healthcare, no paid leave and no statutory protection.

Churn and burn
High turnover, constant rehiring and teams that never learn your business.

Hidden markups
Quoting one rate and paying the hire a fraction of it. Nobody wins long term.

Treated as a cost line
Kept out of meetings, tools and team life, so they never become part of the team.

WHAT OFFSHORE LOOKS LIKE DONE RIGHT

Paid properly
Salary benchmarked for the role and passed 100% to your hire, with statutory costs at cost.

Real employment
Employed through a compliant EOR with local benefits, paid leave and statutory protection.

Hired for the job
Vetted by a team that has done the job, so you get specialists, not warm bodies.

Part of your team
Your tools, your meetings, your culture. Treated the same as anyone sat in your office.

Supported locally
Ongoing check-ins and local support, so good hires stay and grow with you.

How we do things. Properly, and with care.

01

Fair pay first

A salary that is fair for the role in market, never the lowest we can get away with.

02

Full transparency

You see salary, statutory costs and our fee separately. No hidden markups.

03

Proper contracts

Compliant local employment with benefits, leave and notice that meet local law.

04

Ongoing care

We stay in touch after day one, so small issues never become resignations.

Doing it the right way.

Offshore hiring should be a proper win-win. Your team gets proven specialists at a fraction of the cost of a local hire. The people we place get respect, stability and a life-changing opportunity. Every one of them is a person to us, never just a seat.

01

Respect, always

Every professional we place is treated with the dignity, stability and support they deserve, from the first conversation to long after they start.

02

Fair pay, benchmarked

We benchmark pay against the strongest local packages, so every role rewards people properly and attracts specialists at the top of their game.

03

Life-changing opportunities

A great role with a UK, US or Australian team can change someone's life. We create that stability, and we take the responsibility seriously.

04

Honesty over a quick yes

If a brief isn't right, we'll say so. We'd rather have an honest conversation up front than tell you what you want to hear.

WHAT THIS MEANS IN PRACTICE

Why we aren't worried about the competition	Plenty of offshore providers compete on being the cheapest. We don't. Because we pay properly, the best people want to work with us, and nobody can match that by cutting rates.
Why we know when to walk away	We won't work with clients who see offshore as a way to pay people less than they're worth. Underpaid people don't stay, and a placement that doesn't last costs everyone.
Why we never compete on cheap	When people are paid well and treated well, they stay and they perform. That is how exceptional offshore talent unlocks 50% to 70% in cost savings without cutting corners.

Recruitment, HR and people specialists. Embedded in yours.

YOUR FUNCTION	WHO WE PLACE	HUB
Staffing & recruitment agencies	Recruiters, delivery recruiters and specialist sourcers who understand commercial pace, billing desks and margin. Plus back-office support: credit control, billing and payroll.	All roles Delivery & sourcing
In-house talent acquisition	TA Specialists, Talent Partners and technical recruiters who own requisitions, advise hiring managers and run a disciplined process from intake to offer. TA coordinators to keep it all moving.	TA & partners Coordinators
HR & people operations	HR generalists, People Operations specialists, payroll specialists and HRIS analysts. Strengthen your people function without the overhead.	HR generalists People Ops, HRIS
Recruitment marketing & employer branding	Specialists who write job ads that get read, run talent attraction campaigns and keep your careers content and EVP messaging sharp.	Philippines
Candidate care & hiring support	Recruitment coordinators, candidate care and experience specialists, and Founders Associates who keep diaries, candidates and your ATS in order.	Philippines

EVERY CANDIDATE IS SCREENED FOR

Typically 3 to 10+ years in their discipline. No fresh graduates.

Quality
Interviewed by our recruiters, proven in Deep Assessment.

Performance-focused
Hits, and often beats, UK-level expectations.

UK cultural fit
English-fluent and aligned with UK business norms.

Higher education
Degrees from leading universities.

Language alignment
Native-level English, clear communication.

Work ethic
Reliable, proactive, takes ownership.

Built for UK recruitment and HR leaders.

Same vetting, same transparency, whatever your function.

01

Staffing & recruitment agencies

THE CHALLENGE

Skills shortages and rising overheads. Billable consultants lose up to 70% of their day to sourcing, long-listing and CV formatting.

Specialist sourcers and delivery recruiters embedded in your CRM and ATS as a flexible, high-performance delivery engine.

- **~50% cost savings**
  More billable capacity without fixed domestic overhead.
- **Protect your margins**
  Seasoned agency pros who get commercial pace.
- **Overnight delivery**
  Your UK desk wakes up to a pre-vetted shortlist.
- **Open desk scale**
  High-volume roles without burning out your team.

02

Internal talent acquisition teams

THE CHALLENGE

Rising salaries, fierce competition and lean budgets. Recruiters buried in requisitions, stakeholders and scheduling.

Corporate TA partners and coordinators embedded in your team to manage open requisitions and speed up hiring.

- **Combat skills shortages**
  Experienced recruiters who know UK corporates.
- **End-to-end coordination**
  Diaries, ATS hygiene and candidate care, handled.
- **Disciplined stakeholders**
  Trained to push back and run rigorous cadences.
- **Zero cultural disconnect**
  Fluent business English, on-brand from day one.

03

HR & People Operations leaders

THE CHALLENGE

Rising employment costs and shifting compliance. People ops bogged down by tickets, data entry and HRIS upkeep.

HRIS experts, Reward & Benefits analysts and HR Service Desk professionals to bulletproof your back office.

- **Optimise HR budgets**
  People Ops at roughly half the domestic cost.
- **Total rewards**
  Compensation benchmarking and reporting.
- **HRIS & data integrity**
  System-savvy specialists for your HR tech stack.
- **Responsive service desk**
  First-line support that lifts employee experience.

The right talent. In the right place.

Execution-focused specialists. Fully remote, fully embedded, working your business hours.

The Philippines

MANILA · BGC

Who we search for

Specialist sourcers, delivery recruiters, coordinators, candidate care, recruitment marketing, People Ops, HRIS and back-office support.

How we meet candidates

Face to face in Manila/BGC, plus community meet-ups.

Working hours

Used to dedicated UK, US and Australian hours, including night shifts where needed.

Full-cycle recruiters are placed from South Africa.

South Africa

CAPE TOWN · JOHANNESBURG

Who we search for

Recruiters, delivery recruiters, TA specialists, Talent Partners, HR generalists, People Ops and payroll specialists.

How we meet candidates

In-person assessment days and meet-ups coming soon.

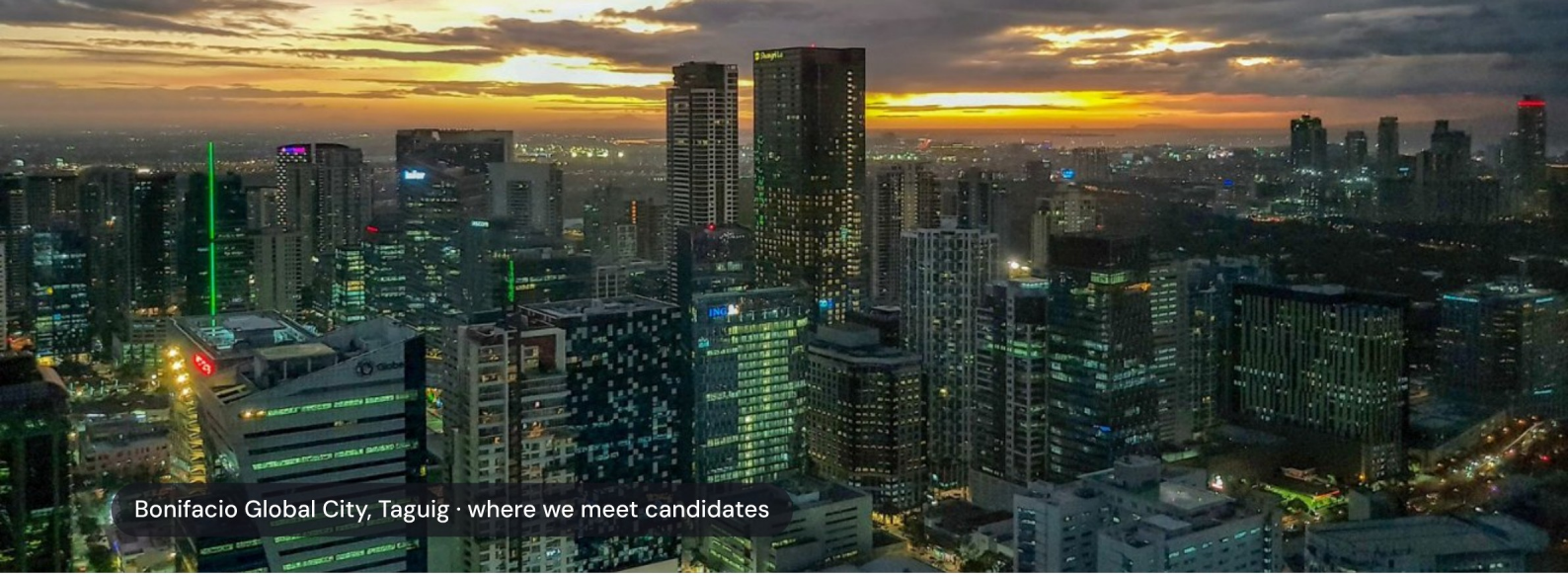
Working hours

One to two hours ahead of the UK, for real-time overlap across the working day.

The market for full-cycle recruitment and HR.

EMPLOYMENT FACTOR	THE PHILIPPINES	SOUTH AFRICA
Standard hours	8 hours a day · 40 a week	9 hours a day · max 45 a week
Employer on-costs	~12.5% before caps, plus 13th month	Up to ~2.2% (UIF is capped)
Mandatory benefits	SSS, PhilHealth, Pag-IBIG (HDMF)	UIF, workers' comp, Skills Levy
Paid annual leave	5 days	15 days
Bonus pay	13th-month salary required	None mandated
Maximum probation	6 months	3 months

Indicative planning figures. Onboarding in as little as two business days in both countries, subject to documentation. Local requirements are confirmed before hiring.



Bonifacio Global City, Taguig · where we meet candidates

The Philippines. Your sourcing engine, without the friction.

Capital	Currency	Languages	Payroll	Onboarding
Manila	**Peso (PHP)**	**Filipino, English**	**Bi-monthly**	**2 business days***

01

English from day one

The language of business, education and government. No translation layer, ever.

02

Built for Western hours

Used to UK, US and Australian hours, including night shifts. Aligned to your team.

03

Specialists, not generalists

Delivery recruiters, sourcing, HRIS, TA coordination and back-office support.

MONTHLY BASE SALARIES

3–10+ years' experience · paid 100% to your hire

Recruitment Coordinators	**£600–£1,000**	Sourcing Specialists	**£1,000–£1,300**
Candidate Care Specialists	**£600–£1,000**	Delivery Recruiters	**£1,000–£1,500**
Candidate Experience Specialists	**£600–£1,000**	People Operations Specialists	**£1,000–£1,400**
HR / TA Coordinators	**£600–£1,000**	Recruitment Marketing Specialists	**£1,000–£1,400**
Founders Associates	**£600–£1,000**	Employer Branding Specialists	**£1,000–£1,400**
Specialist Sourcers	**£1,000–£1,200**	HRIS Analysts	**£1,200–£1,600**
Payroll Specialists	**£600–£1,000**	Billing Administrators	**£600–£1,000**
Credit Controllers	**£600–£1,000**	Compliance Administrators	**£600–£1,000**

~£166

About 12.5% in employer contributions before caps, plus the mandatory 13th-month salary. On a £1,000 monthly salary, roughly £166 a month, at cost.

*Subject to documentation · trydeepsource.com

DeepSource

South Africa. Your next great hire, on your time.

Elite TA, recruitment and HR talent with proper commercial experience. From recruiters and Talent Partners to HR generalists, working alongside your team.

1–2 hrs

Ahead of the UK, for real-time overlap all working day

Capitals	Currency	Languages	Onboarding
Pretoria, Cape Town, Bloemfontein	**Rand (ZAR)**	**English & local languages**	**2 business days***

01

A working day that overlaps

There for the stand-up, the hiring manager call and the debrief.

02

Commercial recruitment experience

Recruiters and delivery recruiters who know a productive desk.

03

HR that goes beyond admin

HR generalists, People Ops, payroll and HRIS specialists who see the bigger picture.

MONTHLY BASE SALARIES

3–10+ years' experience · paid 100% to your hire

Recruiters & Delivery Recruiters End-to-end recruitment and hiring manager relationships. Mid-to-senior profiles typically £1,500–£2,000.	£1,200–£1,800
Specialist Sourcers & Research Associates Deep research, talent mapping and initial screening.	£1,000–£1,500
HRIS Specialists & Reward Analysts Global HR data, systems and total rewards benchmarking.	£1,500–£2,000
HR Generalists & Payroll Specialists Employee relations, people operations and multi-region payroll.	£1,500–£2,000

~2.2%
On-costs, at cost

UIF · 1.0%
Unemployment Insurance Fund, capped

SDL · 1.0%
Skills Development Levy, where it applies

Workers' comp · ~0.2%
Indicative, set by risk class

*Subject to documentation · trydeepsource.com

Beyond the CV. Tested on real work.

Recruitment, HR and talent is all we do, so our recruiters know what good looks like and spot the hurdles before they trip up a hire.

WHERE WE SEARCH

We map passive, off-market specialists in Manila, Cape Town and Johannesburg before your brief goes live.

WHAT WE ASSESS	WHAT WE LOOK FOR	HOW WE TEST IT
01 **Motivation**	Commercial drive and real pride in placing the right person.	We dig into the hires they are proudest of, and why.
02 **Communication**	Confident, clear English with hiring managers and candidates.	A live intake conversation with a mock hiring manager.
03 **Remote readiness**	Running a full desk without supervision.	How they plan a week across several roles.
04 **Screening calls**	Structured screening that gets past rehearsed answers.	A live screening call with a role-played candidate.
05 **Offer management**	Candidate control, negotiation and closing skills.	A counter-offer scenario they must talk through.
06 **Cultural fit**	A working style that suits your team and market.	Scenario questions built on your culture and pace.

CHECKED BEFORE ANYONE REACHES YOUR SHORTLIST

Identity verified
Government ID checked and matched

References complete
Recent employers, verified directly

Background cleared
Criminal and NBI or police checks

Right to work
Local employment eligibility confirmed

WHAT EVERY CANDIDATE GOES THROUGH

Step 1
Human review
Every profile reviewed personally

Step 2
Tailored assessment
Real tasks in Deep Assessment

Step 3
Recruiter interview
A role conversation with our team

Step 4
Shortlisted to you
Full profile shared with your team

Proof of skill, before you meet them.

Our own platform tests every shortlisted candidate on your brief, with interactive exercises and simulations of the real job. You get a scorecard showing exactly how they think and work, included in the flat fee.

01 · Your brief

Built around your desk

Your brief becomes real scenarios, checked by a recruiter.

02 · Candidate portal

Real work, not a quiz

Live simulations and your recorded briefing, autosaved.

03 · Your scorecard

Evidence, not opinion

Scores, real work samples and honest comments.

04 · Your portal

Straight to your portal

Scores land on your anonymised shortlist. Interview in a click.

CANDIDATE SCORECARD

ILLUSTRATIVE EXAMPLE

Recruitment Coordinator

Candidate A
Philippines · anonymised

OVERALL

21/25

Recommend for interview

Scheduling across time zones	5/5
Written communication	4/5
ATS accuracy	4/5
Candidate experience	5/5
Prioritisation	3/5

SIX ANGLES ON EVERY CANDIDATE

Role-specific skills
Market mapping, sourcing strategy, intake and scheduling.

Situational judgement
A tricky hiring manager, a lost candidate, a clashing diary.

Communication
Written outreach, candidate updates and pushback.

Cognitive ability
Prioritising, spotting errors, clear thinking under pressure.

Platforms and tools
LinkedIn Recruiter, ATS, Boolean and AI tools.

Exercises and simulations
Live diary, Boolean and mapping tasks, plus ABCD and multi-select.

Software does the heavy lifting. People make the call. Recruiters still decide.

Every candidate, in one place.

Every client gets their own private client portal and ATS. See where each candidate is, read scorecards, download CVs and give feedback in a couple of clicks. No chasing emails, no spreadsheets.

PRIVATE	LIVE	INCLUDED
Your own sign-in, invite only	Stages update as we work	No extra fee, nothing to buy

Pipeline · Recruitment Coordinator — CLIENT PORTAL · SAMPLE DATA

ASSESSMENT · 2	PRESCREEN · 1	SHORTLIST · 2	INTERVIEW · 1	HIRED · 0
Candidate D in test	Candidate C 18/25	Candidate A 21/25	Candidate F Thu 10:00	
Candidate E in test		Candidate B 19/25		

WHAT YOU GET

01 Dashboard
Roles in search, candidates to review and upcoming interviews, at a glance.

02 Anonymised shortlist
Compare candidates side by side. Names shared once an interview is confirmed.

03 Pipeline, ATS-style
Every candidate on every role, stage by stage. You see what we see.

04 Scorecards and CVs
Deep Assessment scores, work samples, and CVs with our notes to download.

05 Interviews, booked
Offer a few times; we confirm one in both time zones, with a calendar link.

06 Feedback and messages
Approve, request an interview or pass with a reason. Message your recruiter.

Built for busy hiring managers. Nothing to install.

Your whole team
Add colleagues as reviewers or viewers.

Your own briefing
Record a briefing every candidate hears.

Links close with the role
Private links stop once a role is filled.

Decisions on record
Every hire and the reason behind it, kept.

From the first brief. To a lasting teammate.

Candidates get an honest picture of your company: the great things alongside the not-so-great. **No skeletons.** The right people lean in and the wrong ones self-select out.

£1,000	2 weeks	Day one	12 months
Sourcing deposit per role. Refundable, terms apply	Shortlist target from your brief	Balance of the £4,500 fee, deposit deducted	Free replacement. Terms apply

BEFORE THE SEARCH

Model your costs
Pick a country and salary

→

Send an enquiry
The role and your team

→

Discovery call
Brief, country, salary agreed

SIX STAGES TO A LASTING TEAMMATE

01 **Get the brief right**
Mandate, stakeholders, culture and systems. Salary, hours and success measures agreed up front.

02 **Headhunt proven specialists**
Targeted sourcing and direct approaches, not whoever happens to be available.

03 **Test the work, not just the CV**
Interviews, English testing, Deep Assessment and checks against your ATS, CRM and HRIS.

04 **A tight shortlist. Your choice.**
Anonymised shortlist, scorecards and video intros, side by side in your client portal. No pressure to settle.

05 **Onboard without the admin**
Contracts, payroll, filings and IP protection organised before day one. DeepSource IT kit at their door.

06 **Stay connected, keep them thriving**
Local HR care for your hire, regular one-to-ones with us and replacement cover.

You lead your team. We take care of the rest.

You appoint DeepSource as your authorised liaison with our official Employer of Record partner. One supplier, one clear monthly invoice, and everything else handled behind the scenes.

YOU KEEP THE BIG DECISIONS

- Day-to-day work and priorities
- Who you hire
- Pay changes
- Terminations
- Approving costs

WE HANDLE THE REST

- Onboarding, quotes and hardware
- Contracts, payroll and filings
- Payroll queries and IP protection
- Time off, bonus and benefits admin
- Compliant offboarding, if needed

Settled in. Never left on their own.

01

A local person in their corner

In-country pastoral care, a local HR point of contact and performance advice when you need it.

02

A direct line to DeepSource

Regular one-to-ones with someone who understands your function, not just an invoice.

03

Part of a team

Community meet-ups in Manila/BGC keep hires connected. South Africa coming soon.

WHAT IS AN EMPLOYER OF RECORD?

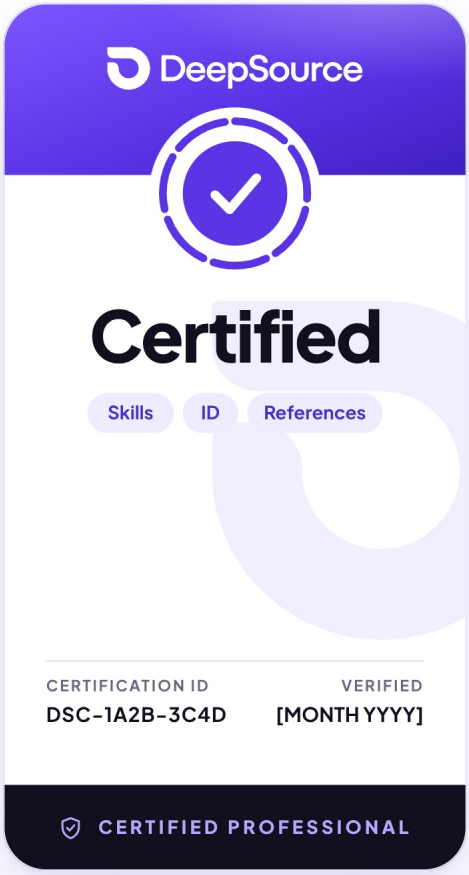
The legal employer in-country: payroll, income tax, statutory contributions, compliant local contracts, leave, benefits and IP protection. No overseas entity needed, and reduced misclassification risk.

DEEPSOURCE IT · OPTIONAL

Buy or lease devices, configured, secured and delivered to your hire's home in 2 to 5 days, then tracked and recovered. See page 17.

Checked once. Trusted from the first conversation.

DeepSource Certified candidates have passed every check we run: English, screening, a role-specific Deep Assessment, ID, background and references. Then we approve them to work with our clients.



FOR CLIENTS

On every shortlist

The badge sits beside each candidate on shortlists and scorecards in your client portal, with the checks and the date.

FOR CANDIDATES

Never start from scratch

No re-applying or resubmitting tests. Their badge goes on LinkedIn, their CV and email signature.

Seven checks. All of them, every time.

- 01 **English language assessment**
  A DeepSource recruiter checks spoken and written English at interview.
- 02 **DeepSource Screening**
  A recruiter screening call on experience, motivation and fit.
- 03 **Role-specific Deep Assessment**
  Built for the role, marked by our team, then a shortlist decision.
- 04 **ID pre-verified**
  Government ID seen and matched to the person.
- 05 **Background check pre-approved**
  A background check that came back clear.
- 06 **References checked and approved**
  References taken and approved.
- 07 **Approved by DeepSource**
  Approved to work with our approved clients.

Certified only when all seven are complete. If any stops being true, the badge ends.

Every badge. Checkable in seconds.

Enter the ID at trydeepsource.com/certified to see a first name, role, date and the checks passed. Nothing more.

EXAMPLE ID

DSC-1A2B-3C4D

DeepSource

Your team's devices, sorted. From first order to last return.

We source, configure, deliver, track and recover the devices your people use, so they're ready to work from their first day, wherever they are. IT and HR start on the same day.

DELIVERY	COVERAGE	MODELS
2 to 5 days, to their home	Philippines & South Africa	Buy or lease, same price

01
Procure
Buy or lease, set up for the user

02
Set up
HR sync and ready-made profiles

03
Deploy
To their home in 2 to 5 days

04
Monitor
Security and status, live

05
Recover
Collect, wipe, store, redeploy

Secure by default.

- **Device management**
  Remote lock and wipe, encryption, firewall and OS updates, managed centrally.
- **Passwords and apps**
  Enterprise password management; approved apps deployed remotely.
- **Zero-touch set-up**
  Devices arrive ready to use, with policies applied on assignment.
- **A full audit trail**
  Every assignment, wipe, repair and transfer recorded.

Every device, under control.

- **One dashboard**
  Status, new starters, inventory and pending actions at a glance.
- **Live status and location**
  Encryption, screen lock and updates; at home, in transit or stored.
- **HR sync**
  Start and leaver dates flow in; collection is arranged automatically.
- **Secure offboarding**
  Pickup from home, storage and a wipe before every redeployment.

No procurement project. No lengthy set-up.

Day 1
Your first order in minutes. No minimum order.

Day 2 to 5
Your hire starts equipped, configured and enrolled.

Ongoing
One partner, support when needed and a loaner device.

Optional add-on. Data processing terms agreed in writing before the first order. Prices exclude VAT.

Two steps. Every cost in view.

A flat fee to find your hire, then one flat fee a month to employ them. Salary and statutory costs at cost.

STEP 1 · ONE-TIME

Talent acquisition fee

£4,500 flat, per hire

Philippines and South Africa hires

- A Talent Report on your market
- Salary and total cost benchmarking
- Recruiter-led sourcing and screening
- Deep Assessment, client portal and ATS
- Background checks and onboarding

£1,000 deposit starts the search. Refundable, terms apply.

£3,500 balance on your hire's first day. Non-refundable.

STEP 2 · MONTHLY

Management fee

£250 a month, per hire

Our only monthly fee. Everything included

- EOR employment and payroll
- Filings, contracts, IP protection
- Local HR contact and pastoral care
- Time off, bonus and benefits admin
- 12-month replacement guarantee

Salary and statutory costs are added at cost, on one invoice.

DeepSource IT is an optional add-on: buy or lease.

YOUR MONTHLY INVOICE, LINE BY LINE	Excl. VAT
Professional's basic salary	**At cost, 100% to your hire**
Local statutory costs, plus 13th month in the Philippines	**At cost, by country**
Severance accrual, refunded if no statutory severance is due	**4.5%**
Management fee	**£250**
One-off EOR compliance deposit, refunded at the end	**1 month's salary + 20%**

Three-month minimum per hire

35 days' notice to end a hire

GBP, USD or AUD by Direct Debit

All prices exclude VAT

The real cost of a hire, line by line.

ILLUSTRATIVE MONTHLY INVOICES · PHILIPPINES

Excl. VAT

Coordinator on £600 a month

Salary, paid in full to your hire	**£600**
Statutory costs, at cost	**~£122**
Severance accrual (4.5%, refundable)	**£27**
Management fee	**£250**
Total a month	**£999**

Plus a refundable one-off EOR deposit of £720

Specialist on £1,000 a month

Salary, paid in full to your hire	**£1,000**
Statutory costs, at cost	**~£166**
Severance accrual (4.5%, refundable)	**£45**
Management fee	**£250**
Total a month	**£1,461**

Plus a refundable one-off EOR deposit of £1,200

FIRST-YEAR COST, THREE WAYS

UK hire on £32,000 vs DeepSource hire on £600 a month

UK in-house hire

£43,410

Salary	£32,000
Employer NI (15%)	£4,050
Pension (3%)	£960
Agency fee (20%)	£6,400

Before desk, kit and benefits

All-in seat model

Varies

Setup fee	Often low
Monthly seat	Bundled
Pay to the hire	Not shown
Provider margin	In the seat

Ask what the hire is actually paid

DeepSource, Philippines

£16,490

Salary, 100% to hire	£7,200
Statutory, at cost	£1,470
Severance accrual	£324
Management fee	£3,000
Acquisition fee	£4,500

£26,920

Around £26,920 less than the UK hire over the first year, with the salary visible and paid in full to your hire.

Illustrative only, excl. VAT. Your statement of work confirms invoiced amounts. EOR compliance deposits are refundable and not included in totals; terms apply. What a calculator can't price: from January 2027 UK staff can claim unfair dismissal after six months, adding HR time, process and tribunal risk to a UK hire that doesn't work out.

Built by Jake, for elite Recruitment, HR & People talent.



Jake Talbot
Founder · based in BGC, Manila

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If you've ever dealt with offshore BPOs trying to be everything to everyone, treating people like a number with zero grasp of Boolean logic, stakeholder nuance or the pace of Western hiring, we're already on the same page.

DeepSource is built differently. We specialise exclusively in elite South African and Filipino Recruitment, TA, HR, Recruitment Marketing and candidate support talent for UK, US and Australian teams.

I'm British, and my journey has taken me across SE Asia, the US, Australia and the UK. Today I operate right out of BGC in Manila, with a global perspective and the standards expected back home.

> "For me, this has to be a proper win-win. I won't work with clients looking to pay rock-bottom salaries. Great people deserve fair pay, and fair pay is what keeps them."
>
> Jake Talbot, Founder

A SNAPSHOT OF JAKE'S CV — 10+ years inside UK and US Recruitment, TA and HR teams

Talent Acquisition Partner	Ontic	Aerospace & Defence
Talent Acquisition Partner	Airband	Telecommunications
Talent Partner	RM plc	Technology
Recruiter	TerraQuest	Technology
Recruiter	Endsleigh Insurance	Financial Services

Good hiring should do good where talent lives.

Throughout 2026 and 2027, DeepSource is pledging a proportion of its profits to two charity partners in the countries our talent calls home.

2	PH & ZA	2026–27
Charity partners	Philippines and South Africa	Pledge period

PHILIPPINES

Angat Buhay

A volunteer-powered non-profit mobilising communities and partners to reach the people who need help most.

Education · Healthcare · Disaster relief

Why we chose them. Many of the professionals we place grew up in communities hit hard by typhoons and stretched school budgets.

"The Philippines gives us brilliant people. Backing education and resilience at home is the least we can do in return."

SOUTH AFRICA

Ladles of Love

A Cape Town food relief charity supporting community kitchens and childhood nutrition, so no child learns on an empty stomach.

Food relief · Community kitchens · Childhood nutrition

Why we chose them. Childhood hunger holds back talent before it ever gets a chance. A hot meal is a direct way to change that.

"Talent thrives when communities do. A hot meal is where that starts."

HOW THE PLEDGE WORKS

01

We set it aside

A proportion of profit allocated through 2026 and 2027.

02

It goes to our partners

Split between Angat Buhay and Ladles of Love.

03

We report back

An update on what was given and the work it supported.

Every hire you make with DeepSource helps fund this work.

Quotes: Jake Talbot, Founder · trydeepsource.com

Good questions. Straight answers.

Why offshore part of my recruitment or HR function?

Experienced, motivated professionals without the cost of growing locally, who already know Western pace, systems and stakeholders.

Why not choose the cheapest offshore recruiter?

Inexperience costs you in training, underperformance and turnover. We benchmark pay at the top of the market to attract seasoned specialists.

What experience do your candidates have?

Typically 3 to 10+ years. They know Boolean, talent mapping, ATS hygiene and high-volume screening. No fresh graduates or career-switchers.

Are these freelancers? Do I need an overseas company?

No. Your hire is formally employed through our Employer of Record. No foreign entity needed; contracts, tax, benefits and payroll are managed.

Will they work our business hours?

Yes. South Africa overlaps closely with the UK. Filipino professionals are used to UK, US and Australian hours, including night shifts.

Should I hire in South Africa or the Philippines?

South Africa for recruiters, Talent Partners and HR generalists. The Philippines for sourcing, delivery, HRIS, coordination and back office.

How do you verify candidates and handle multi-jobbing?

Competency gates, English and technical tests, live-desk simulations and face-to-face vetting in Manila. DeepSource IT managed devices reduce the risk; no control removes it entirely.

Will I need to train and micromanage my hire?

You share your company context; they already know their discipline. Task-mapping, dashboards and quarterly reviews keep them on your KPIs.

What helps your talent stay for the long term?

Competitive pay, formal employment, statutory benefits, professional respect and remote flexibility, plus private medical options and local support.

What if a placement doesn't work out?

If your hire leaves within 12 months, we replace them free, terms apply. Any termination is handled by our EOR partner under local law.

Why a deposit of one month's pay plus 20%?

Our EOR partner holds it against local statutory liabilities. We don't keep it; it is refunded when the engagement lawfully ends. Terms apply.

Who is the data controller?

You are. Your hire processes data on your instructions, inside your systems, with UK GDPR terms agreed in writing up front.

Global hiring, in plain English.

The terms you'll hear when hiring offshore, explained without the waffle.

Employer of Record (EOR)

A third party that legally employs your hire in-country, running payroll, tax, contracts and compliance, so you need no local entity.

PEO

A Professional Employer Organization delivers HR services like payroll and benefits. Unlike an EOR, you usually need your own local entity.

13th month pay

A bonus worth one month's salary, paid by 24 December. A legal requirement in the Philippines, handled by our EOR partner.

Statutory on-costs

Employer contributions local law requires, such as SSS, PhilHealth and Pag-IBIG, or UIF and SDL. Passed through at cost.

Severance accrual

4.5% of salary collected monthly as a compliance buffer, refunded if your hire leaves without a statutory severance payout.

EOR compliance deposit

One month's gross salary plus 20%, held by the EOR and refunded when the engagement lawfully ends.

Delivery recruiter

Runs the candidate side: pipelines, screening and interview management. Placed from both hubs.

Full-cycle recruiter

Owns the full cycle: candidates, business development and hiring manager relationships. Placed from South Africa.

Independent contractor

A self-employed worker, not an employee. Misclassifying staff as contractors carries real legal risk.

Gross vs net pay

Gross is earnings before tax and deductions. Net is what your hire actually takes home.

Notice period

The time either side must give before employment ends. With DeepSource, 35 days' notice ends a hire.

Async work

Working without everyone online at once, with updates and handovers in shared tools. Ideal across time zones.

The DeepSource EOR cost guide

Monthly costs line by line, the three-month minimum, 35 days' notice and a country-by-country hiring guide. Free, in GBP.

trydeepsource.com/pricing

DeepSource

YOUR NEXT GREAT HIRE IS OUT THERE

Let's build the team you've been looking for.

Scale your agency desk, in-house hiring, HR, recruitment marketing or candidate support with proven talent, your own client portal and ATS, and IT that's ready on day one.

Book a discovery call ↗ trydeepsource.com/contact

Fifteen minutes is enough to sanity-check the salary, the hours and the total before you commit to anything.

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