

**A = Adverts**

**B = Bureaus**



**C = Contacts**

**D = Direct**



**REACTIVE**

Jobs looking for People

- CV based
- Person must fit spec
- Larger orgs
- Formal process
- Inflexible
- 1 of 100+

**PRO-ACTIVE**

People looking for Jobs

- Person based
- Job moulded to person
- SMEs
- Informal
- Flexible (but may be contract)
- maybe only 1