

An aerial photograph of a sailboat on clear turquoise water near a sandy beach. The water transitions from deep blue to light turquoise near the shore, with white foam from waves washing onto the sand.

Client Service Solutions

Bermuda | BVI | Cayman Islands

Actuarial | Audit & Advisory | Corporate Services
Finance & Accounting | Insolvency & Restructuring
Legal | Regulatory & Compliance | Trusts | US Tax

Hire the very best talent with our recruitment solution

Finding exceptional talent is difficult for many employers. Sourcing globally and using Island knowledge, our unique approach helps you access the Top 20% of talent for the region, including professionals not on the market or actively job-seeking. Our Offshore Professional Talent Acquisition System® is the only bespoke recruitment solution that solves hiring problems found specifically in the offshore Financial Services & Legal sector. Put simply, it enables you to access people who are normally out of reach.

We'll save you time and money

With 20+ years' experience, we truly understand the Caribbean & Bermuda market. We enjoy a **96% quality of hire success rate**, meaning you will avoid unnecessary replacement costs. All candidates are screened to ensure they are of the highest quality and a superb 'Island fit' as standard, and we only submit candidates who match your brief, saving you time. By leveraging our system, you'll ensure your vacancies are seen by exceptional candidates both on and off the market. And we'll act fast if your vacancy is urgent.



Start by choosing a service solution

In deciding which solution to choose, bear in mind that our scope to help you will be a reflection of your choice as this influences the extent to which we are able to dedicate specialist resources to work on your assignment. We offer 3 service options: **Platinum**, **Gold** and **Silver**.

Not sure which is best? [Book a Discovery Call](#)

PLATINUM | We find the very best person for you

Recommended option for senior, mid-level or hard-to-fill hiring

- We commit to search to find the very best person for your opening
- The campaign is extensive and significant resources are allocated
- A recommended shortlist is presented for interview
- We'll do your first interview by video so you don't have to
- Benchmarking first candidates to confirm search criteria
- Collating candidate references
- Psychometric testing to understand skills and competencies
- We receive our full fee only when key milestones are successfully met
- Dedicated headhunters and sourcers working on your assignment
- Extensive advertising across social media, including LinkedIn
- Proactive search of passive talent
- Track progress and receive updates with a single point of contact
- Benefit from our Offshore Professional Talent Acquisition System®
- Showcase your job on our market-leading offshore career portal
- Full Applicant Tracking System database search of 50,000+ registered candidates
- Tailored mail shot to up to 25,000+ professionals
- Professional skills, qualification and 'Island fit' assessment
- Full CV review to ensure completeness and consistency of presentation
- Interview coordination with your team
- Safeguards in case a hire doesn't work out

The Platinum option is best for clients who appreciate the commitment and benefits of a tier-one service and/or have senior or hard-to-fill positions. By mutually committing to partner, we are able to focus our resources on finding the very best person for your opening.

Payment for our services is staged as follows: 1/3 of expected fee on engagement acceptance, 1/3 of expected fee on shortlist presentation, with a balancing settlement once the candidate starts work with your company on the Island. Using these milestones, we share any potential recruitment risk with you.

GOLD | We search exclusively to find you a superior candidate

Recommended option for mid & entry-level hiring

- Dedicated headhunters and sourcers working on your assignment
- Extensive advertising across social media, including LinkedIn
- Proactive search of passive talent
- Track progress and receive updates at any time with a single point of contact
- Benefit from our Offshore Professional Talent Acquisition System®
- Showcase your job on our market-leading offshore career portal
- Full Applicant Tracking System database search of 50,000+ registered candidates
- Tailored mail shot to up to 25,000+ professionals
- Professional skills, qualification and 'Island fit' assessment
- Full CV review to ensure completeness and consistency of presentation
- Interview coordination with your team
- Safeguards in case a hire doesn't work out

Under the Gold option, we work on your role exclusively for an agreed period of time and get paid subject to a successful placement. There are definite benefits in working this way over contingent recruitment: simply put, because we can invest extra time and resources to do the exercise more thoroughly, you enjoy a better quality of hire.

SILVER | We advertise your job and select candidates from our database

Recommended option for entry-level hiring

- Benefit from our Offshore Professional Talent Acquisition System®
- Showcase your job on our market-leading offshore career portal
- Full Applicant Tracking System database search of 50,000+ registered candidates
- Tailored mail shot to up to 25,000+ professionals
- Basic social media promotion
- Professional skills, qualification and 'Island fit' assessment
- Full CV review to ensure completeness and consistency of presentation
- Interview coordination with your team
- Safeguards in case a hire doesn't work out

Under the Silver option, we work contingently i.e. on a 'no win, no fee' basis. The limitation working contingently is that we are under pressure to deliver extremely fast results as we're in competition with other agencies, business partners, jobs boards etc. We always do our best but won't have the luxury of investing maximum resources, given that there is no reciprocal client commitment and we may not receive credit for making the final placement.

HAMILTON RECRUITMENT

Representative companies who have trusted working with Hamilton Recruitment since 1998:



Deloitte.

AON



HSBC



HARNEYS



Butterfield



BORRELLI
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