

## Build Your Recruitment Career with Unmatched Freedom and Earnings

Join Thatcher Associates as a Self-Employed Partner

# Thatcher Associates Self-Employed Partner Programme



### A New Way to Recruit

Imagine a recruitment career where you set your own hours, work from anywhere, and earn what your expertise deserves. At Thatcher Associates, our Self-Employed Partner Programme empowers experienced recruiters to take control of their careers with unmatched flexibility, cutting-edge tools, and the backing of a trusted brand.

If you're ready for a change in your career - one where you decide when, where, and how you work, while keeping a much greater share of the money you bill - we're here to help you succeed, on your terms. No micromanagement or KPI's.

### Why Partner with Thatcher Associates?

As a Self-Employed Partner, you'll enjoy the freedom to work remotely, shape your schedule, and balance professional success with personal priorities. Leverage our established reputation and advanced tools like Recruiterflow to streamline your workflow, while our expert team supports you every step of the way. This is an opportunity for entrepreneurial recruiters who thrive on building their own client relationships and generating opportunities in their chosen niche. With constructive support and access to market-leading technology - all while keeping the lion's share of your billings - you can finally build a recruitment career on your own terms.

## Freedom to Fit Your Lifestyle

- **Work Your Way:** Choose your hours and location - home, a workspace, a café, or while traveling. Your office is wherever you are.
- **Remote-First:** Embrace a modern workstyle with optional in-person meet ups, designed to integrate seamlessly with your life.

## Sector Agnostic: Your Market, Your Choice

- **Any Sector & Type:** Health, education, finance, construction, technology — permanent or temporary recruitment, our model supports it all.
- **Built for 360 Recruiters:** Best suited to recruiters with strong fundamentals who can take and qualify briefs, source and engage candidates, manage processes end-to-end, and consistently deliver quality placements.

## Remote Work: The Future of Recruitment

Thatcher Associates moved from office-based to fully remote during the pandemic, and we've never looked back. We believe conventional office-based work practices are outdated. Remote work with regular comms on Teams and planned in-person meet ups are better for integrating business with home and family life. As a Self-Employed Partner, you'll enjoy the freedom to work from anywhere, with no commute or rigid schedules, allowing you to balance professional success with personal priorities.

## Perfect for Your Journey

Our programme is built for experienced recruiters who want more control, more reward, and the freedom to run their desk their way - without the cost, compliance headaches, or risks of setting up alone.

- **Niche Specialists:** Operate in your sector with complete freedom to grow your book of business, supported by our technology, infrastructure, and expertise.
- **Proven Billers:** Keep 60% of your billings, scale your desk, and unlock earnings that truly reflect your performance.
- **Ambitious Recruiters:** Focus on what you do best - recruitment - while staying connected to a like-minded network, avoiding the isolation of going completely solo.

Whether you're building your niche from the ground up or expanding an established desk, our model gives you the platform, team connection, and autonomy to grow with confidence.

## Tools to Boost Your Success

Operate under the Thatcher Associates brand and harness powerful tools to save time and attract top talent:

- **Recruiterflow Automation:** Source candidates from LinkedIn and job boards with one click, create automated email campaigns, and manage pipelines with drag-and-drop simplicity.
- **Additional Platforms:** Access Apollo.io, Instantly.ai, Allsorter, LinkedIn Recruiter Lite, Dripify, Theirstack, Adcreative, Clay and CV Library, or use your preferred tools.

recruiterflow



### Support to Thrive

Our experienced core team is here to guide you:

- **Market Mapping:** Identify and target clients with our support to analyse opportunities.
- **LinkedIn & Email Strategies:** Get help crafting engaging content and email sequences to build your brand and connect with candidates.
- **Check-Ins:** Join in on sessions to share strategies, troubleshoot challenges, brainstorm ideas, get practical help with tools; daily or weekly, call on support as you need it.
- **Accountancy Support:** Partner with Tree Accountancy ([treeaccountancy.co.uk](http://treeaccountancy.co.uk)) for seamless tax returns, VAT registration (if applicable), and self-employment compliance. Offset expenses like home office or travel to maximize tax benefits.

### Earn What You're Worth - Industry-Leading Compensation

Your expertise deserves exceptional rewards. With our industry-leading **60% Partner Fee**, you'll earn far more per placement than the typical industry standard, where recruiters often receive a base salary plus commission totalling around 25% of billings. For example, place a candidate with a £10,000 invoice, and earn £6,000—£3,000 within 3 working days and £3,000 once the client pays. With no caps, your earnings grow with your effort.



## Kickstart Your Income

Worried about starting without a salary? Jumpstart your business with two billable projects designed to build your pipeline and generate momentum. These hands-on tasks get you engaging with clients and candidates from day one, with up to £4,000 in initial income:

- **Project 1: Market Mapping & Sales Outreach:** With our support and tools, create a targeted market map to identify key clients in your sector. Develop and launch a personalised email campaign to engage decision-makers, and book client meetings (virtual or in-person) to pitch recruitment services. *Earn up to £2,000 upon completion (month one).*
- **Project 2: LinkedIn Presence & Client Engagement:** Build a professional LinkedIn profile optimised for recruitment, including tailored posts to attract clients and candidates. Conduct targeted LinkedIn outreach to connect with potential clients and present credibility in your specialism. *Earn up to £2,000 upon completion (month two).*

These projects provide a financial buffer while you establish yourself, equipping you with actionable skills and early wins to fuel your success.

## Is This for You?

Self-employment with Thatcher Associates is for motivated recruiters ready to own their success. Ask yourself:

- **Are you resilient?** Recruitment requires grit to handle rejections and chase leads.
- **Can you prioritize?** Success comes from disciplined planning and focusing on multiple activities.
- **Do you have a strong work ethic?** When you choose when to dive in, you can pour energy into meaningful work rather without getting easily derailed by distractions.
- **Are you analytical?** Understand the right mix of quality and quantity in your efforts—targeted outreach and strategic sourcing—to drive the placements that fuel your success.
- **Can you sell?** Recruitment thrives on building trust and closing deals, whether pitching to clients or inspiring candidates to take the next step.
- **Do you have the right mindset?** Embrace challenges with optimism and a growth-oriented approach, turning opportunities into stepping stones for your success.
- **Do you know your market?** Understanding your sector and building relationships are key, with our tools to support you.
- **Are you ready to back yourself?** With no guaranteed paycheck, your success drives your rewards—but a single placement can surpass months of agency earnings.

If this resonates, explore building a recruitment business that works for you with Thatcher Associates.

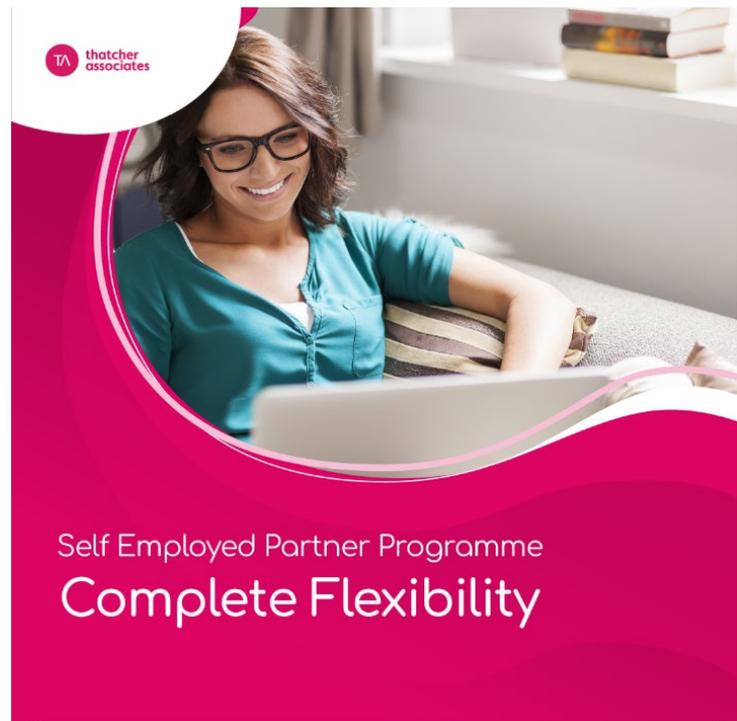
## What You'll Do

As a Self-Employed Partner, you'll:

- Build a pipeline of clients and candidates through your expertise and our support.
- Source and place candidates in agreed sectors, using our brand and tools.
- Submit a Placement Return within 2 working days of a candidate's start to trigger invoicing.
- Invoice us for your 60% Partner Fee within 7 days for prompt payment.

## How It Works

- **Connect with John Thatcher:** Discuss your sector, experience, and goals and explore if this opportunity this is the right fit for you.
- **Sign the Agreement:** Join with our clear Self-Employment Agreement, designed to protect your independence.
- **Start with Projects:** Opt-in to billable projects to earn up to £4,000 while building your pipeline.
- **Place Candidates:** Source clients and candidates, submit Placement Returns, and invoice us for your fee.
- **Grow Your Business:** Scale your efforts with our tools, support, and regular check-ins.



## Your Commitment

- Deliver professional recruitment services with care and expertise.
- Follow our branding guidelines and Terms of Business when engaging clients.
- Comply with UK Data Protection Laws and maintain confidentiality.
- Register as self-employed with HMRC, with Tree Accountancy's support for tax obligations.

## Hassle-Free Support

We handle client billing and credit control, so you can focus on recruitment. With our advanced tech suite (Recruiterflow, AI tools, and automation platforms) and our approachable, supportive team, you get the best of both worlds - powerful technology and friendly, hands-on guidance. Benefit from our Terms of Business, bespoke marketing materials, transparent communication, and ongoing personal support to keep on track.

## Why You'll Thrive with Us

- **60% Partner Fee:** Nearly triple the industry's typical payout, boosting your income.
- **True Independence:** No minimum hours or exclusivity, with flexibility to fit your life.
- **Advanced Tools:** Recruiterflow and AI platforms give you a competitive edge.
- **Trusted Brand:** Operate under Thatcher Associates' brand for credibility.
- **Lifestyle Fit:** Perfect for anyone aiming to manage career and work life balance.

## Ready to Take Control?

Team up with Thatcher Associates to build a recruitment career that's truly yours. With your skills, our support and tools, and up to £4,000 in starter projects, you have everything you need to succeed.

Contact us today:

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Earn 60% and work your way

**Freedom to thrive, on  
your terms**

