

# Direct Hire vs Contract vs Managed Recruiting (MRS)

## How to Choose the Right Recruiting Model

Decision Factors	Direct Hire	Contract	Managed Recruiting (MRS)
<b>Best For</b>	Permanent roles with clear scope where long-term fit matters	Urgent gaps, short-term work, or project-based work that needs to start quickly	Multiple open roles or ongoing hiring where teams need consistent recruiting execution
<b>Works Best When</b>	The role is stable and the team can make decisions without delays	Speed matters more than permanence and flexibility is needed	Hiring is active across the business and internal teams do not have the bandwidth to manage it all
<b>Biggest Strength</b>	Finds the right long-term hire without adding internal recruiting overhead	Gets someone working fast when the business cannot afford to wait	Creates consistency and ownership so hiring does not reset with every new role
<b>Where Teams Get It Wrong</b>	Used when the real issue is speed or ongoing hiring volume	Used as a shortcut when the role is not clearly defined	Used when hiring volume is too low to justify ongoing support
<b>Ask This Before Choosing</b>	Do we need the right long-term person or just help finding them?	Do we need someone working quickly, even if this is temporary?	Are we trying to keep hiring moving across multiple roles without overloading our team?

### Quick Decision Guide

- ✔ **Direct Hire** = long-term fit
- ✔ **Contract** = speed and flexibility
- ✔ **Managed Recruiting (MRS)** = consistency and momentum

The wrong model doesn't just slow hiring. It sets the wrong expectations from day one.