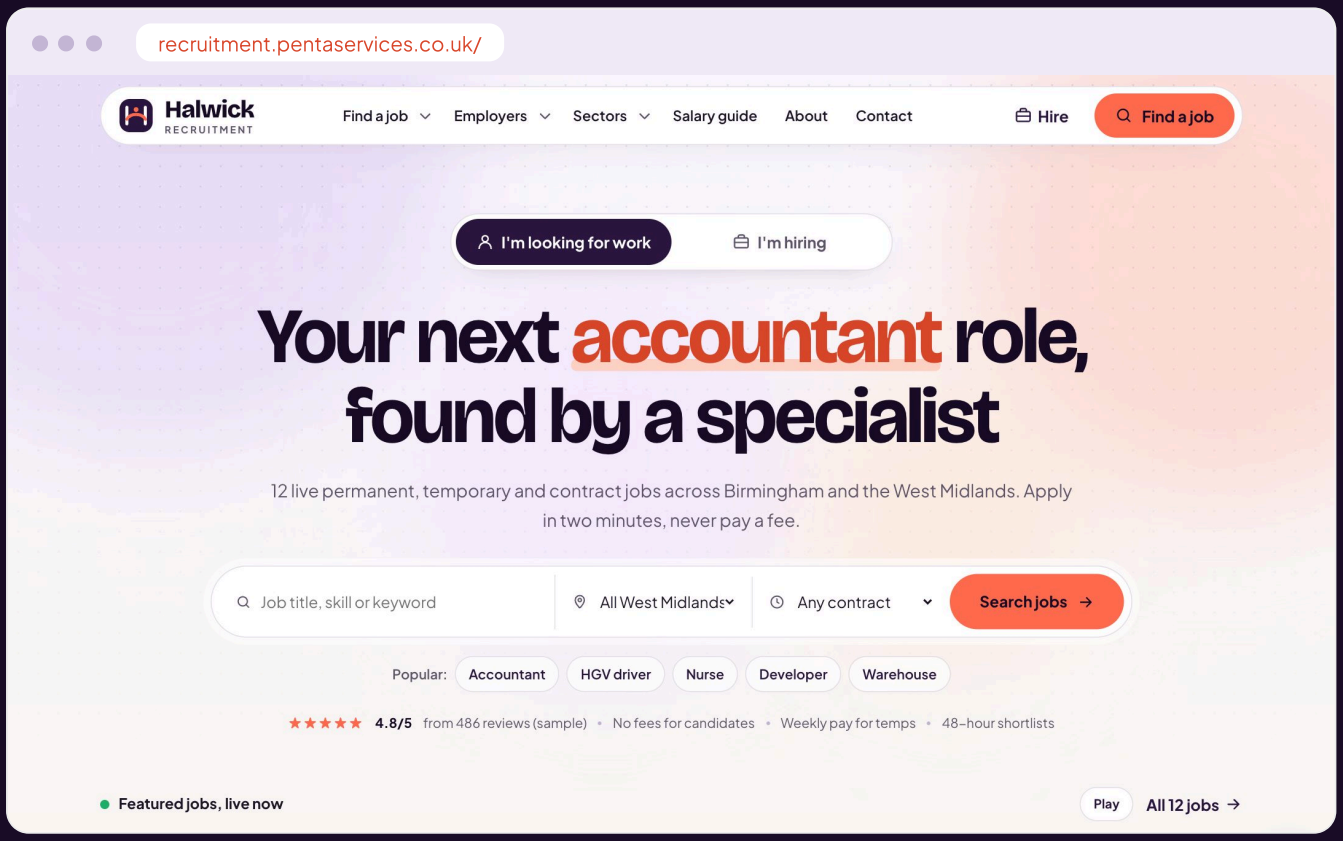
penta SERVICES

November 2026

WEBSITE GUIDE FOR RECRUITMENT AGENCIES

A recruitment agency website that fills vacancies and inboxes

Ready-made, fast and built to be found on Google and AI assistants. A search-led homepage with a rotating job title and a live featured-jobs marquee, a filterable job board, quick apply with CV upload, job alerts, a salary guide, a vacancy wizard for employers, hiring calculators and a right-to-work checker included. We adapt it to your agency, host it and keep it updated.



CONTENTS

What's in this guide

1 · At a glance 3

2 · The homepage, section by section 4

3 · Hero modes and job board 5

4 · Job pages and quick apply 6

5 · Job alerts and saved jobs 7

6 · Salary guide 8

7 · Employers and the vacancy wizard 9

8 · Hiring calculators 10

9 · Right to work and compliance 11

10 · About, team and sectors 12

11 · FAQ, guides and contact 13

12 · Interactive features 14

13 · Designed for the phone 15

14 · Your brand, Google and AI search 16

15 · All included and price 17

16 · How we start and next steps 18–19

TRY THE LIVE DEMO

recruitment.pentaservices.co.uk

Halwick Recruitment is a fictional sample agency. Every name, job, employer, salary, fee, rating and review in the demo is a sample that we replace with your own. The UK rules shown (Conduct Regulations, Agency Workers Regulations, right-to-work checks, minimum wage, holiday pay) were checked in November 2026.

1 · AT A GLANCE

Built for both sides of every placement

A recruitment website has two audiences. Candidates want to find the right job fast, apply from their phone and know what it pays. Employers want proof that you know their sector, a quick way to brief you and a clear idea of cost and compliance. This website serves both, and every page ends in an application or a vacancy.

What candidates and clients check first

- Are there live jobs for me, near me, at the pay I want?
- Can I apply quickly from my phone with my CV?
- Does this agency know my sector and pay rates?
- What will a temp or a placement cost, and who handles compliance?
- Real consultants, reviews and how fast they reply

What the website gives them

- A job board with filters, saved jobs and 12 job pages with Google job markup
- Quick apply with drag-and-drop CV upload and job alerts by email or WhatsApp
- A salary guide that shows where a salary sits for 33 roles and 12 regions
- A four-step vacancy wizard with an indicative fee or charge rate
- Hiring calculators and a right-to-work check finder for employers

30
pages, including 12 job pages, plus a sitemap, robots.txt and llms.txt

6
sector pages and desks, each with live jobs and a salary link

10
interactive tools: slider search, job board, apply, alerts, salary, vacancy, 3 calculators, right to work

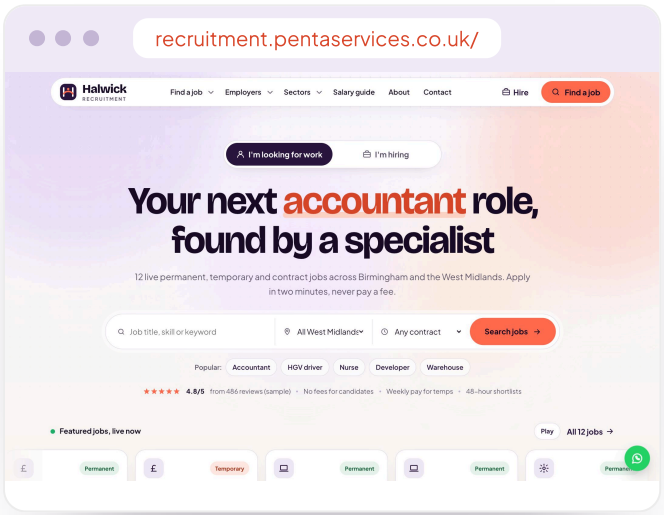
94
automated checks run on every tool before launch

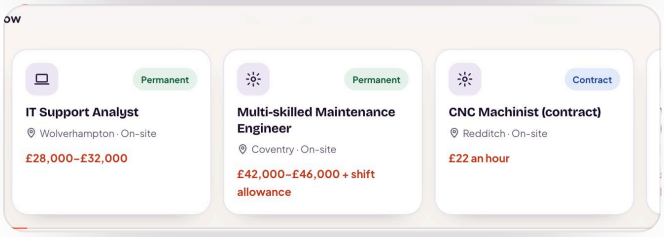
Who it's for

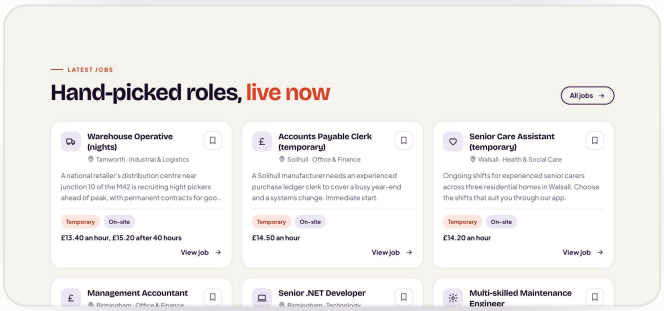
Independent recruitment agencies · Temporary and contract staffing firms · Specialist sector recruiters · Industrial and driver agencies · Healthcare and care staffing · Technology recruiters · Executive search firms · Multi-branch recruitment groups

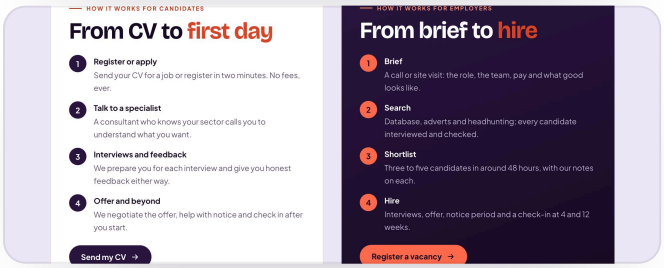
The homepage, section by section

A bright, search-first design in deep plum, coral and a soft gradient mesh, with a job search and a vacancy brief one tap away.









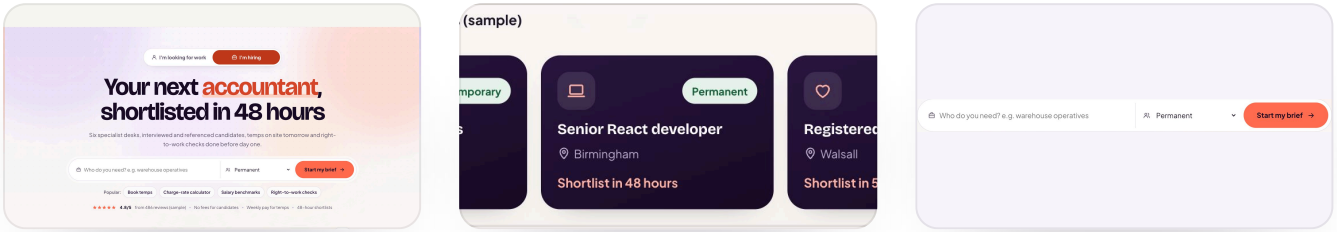
1. **Search-led hero**
   A centred headline with a rotating job title over a soft gradient mesh, a large job search bar and popular searches.
2. **Featured-jobs marquee**
   The slider: a live, auto-scrolling row of featured jobs that pauses on hover, can be dragged or scrolled with the keyboard, and stops for reduced motion.
3. **Candidate or employer**
   One toggle switches the whole hero: headline, search bar (job search or vacancy brief), popular links and the marquee of recent shortlists.
4. **Latest jobs**
   Six newest jobs with sector icon, contract and working-pattern tags, pay and a save button.
5. **Sectors and tools**
   Six sector desks in a bento grid with live job counts, then candidate and employer tools as numbered rows.
6. **How it works, twice**
   Four steps for candidates beside four steps for employers, then the salary guide teaser.
7. **Team, reviews, guides**
   Round consultant portraits that open a bio, a review carousel, two guides, a compliance strip, a closing call to action and a two-card footer.

WHY IT WORKS

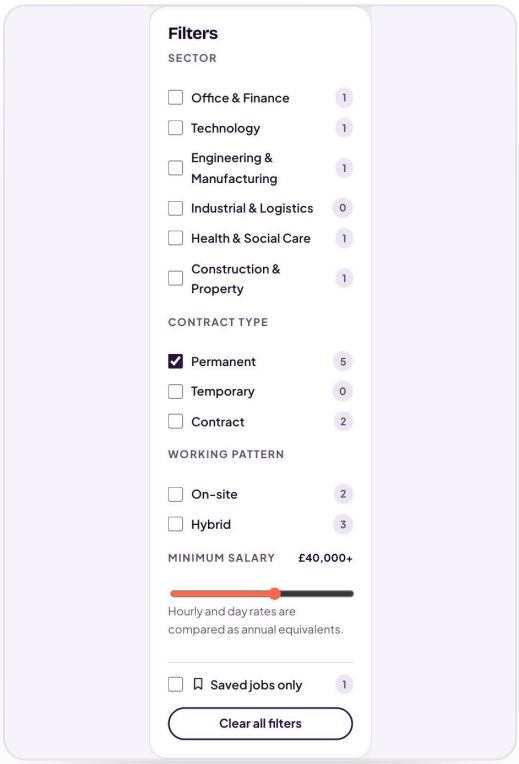
Recruitment sites usually serve one side and ignore the other. This homepage puts the search first, lets every visitor switch between candidate and employer in one tap, and shows live jobs moving across the screen before it asks for anything.

Every visitor straight to the right search

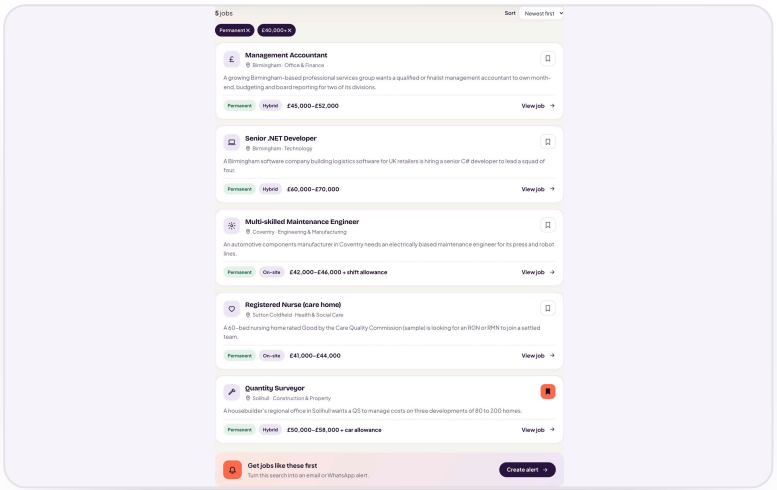
Employers switch the hero with one tap: the headline rotates through roles they hire, the search bar becomes a vacancy brief and the marquee shows recent shortlists. The job search opens the job board with the search already applied.



Employer mode, its marquee of recent shortlists and the vacancy brief bar. Candidate mode is on the cover of this guide.



Filters with live counts: sector, contract, working pattern, minimum salary, saved jobs.



Results with sort, removable filter chips and save buttons.

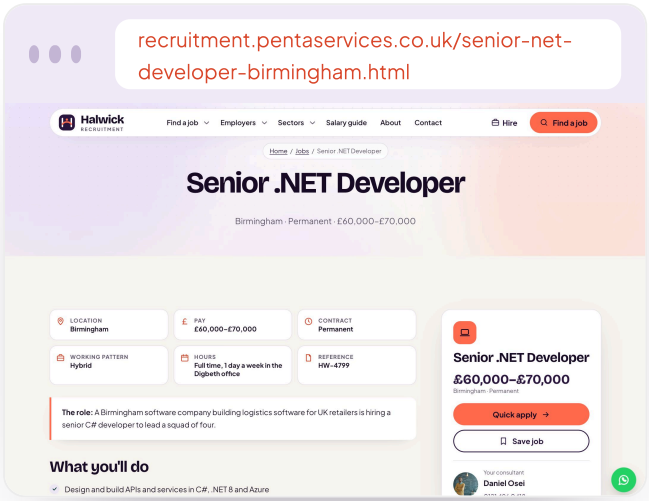
1. **Filters that make sense**
   Hourly and day rates are compared as annual equivalents, so a £22-an-hour contract and a £45,000 salary sit on the same scale.

2. **Shareable searches**
   Every filter is written into the address, so a search can be bookmarked, shared or linked from an advert.

3. **Never a dead end**
   No results? The board offers to turn the search into a job alert in one click.

Job pages that rank, applications in two minutes

Each job has its own page with the facts at a glance, duties, requirements and benefits, the consultant's name and photo, and Google job markup so it can appear in job search results.



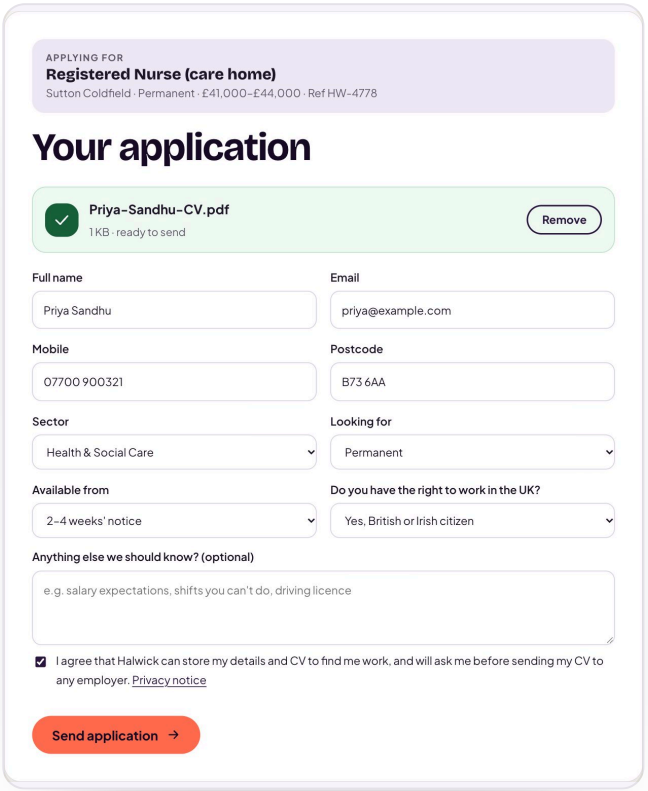
A job page: facts, role, consultant and similar jobs.

1 Google for Jobs ready

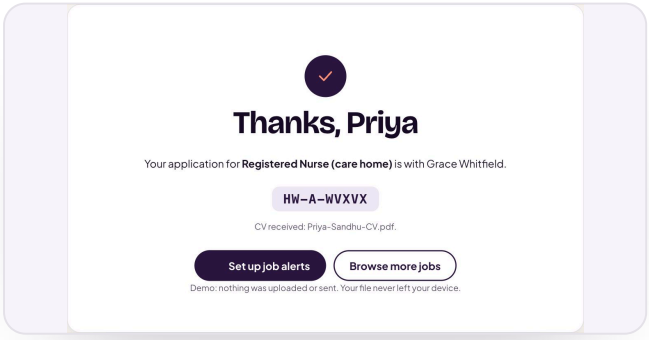
JobPosting structured data with salary range, contract type, location and closing date on every job page.

2 Consultant beside the job

The right consultant for the sector, with phone number, plus 'save job', salary guide and alert links.



Quick apply: drag-and-drop CV, details, right to work and consent.



Confirmation with reference and the consultant's name.

3 CV upload done right

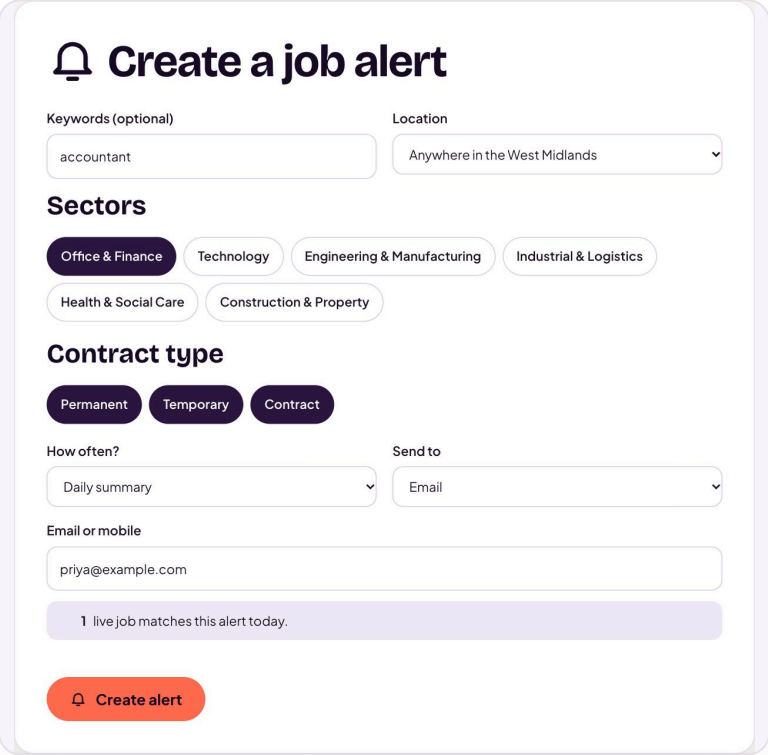
PDF, Word or RTF up to 5 MB, by drag-and-drop or file picker, with clear errors. In the demo the file never leaves the browser; live, it goes to your inbox or CRM.

4 Right to work asked early

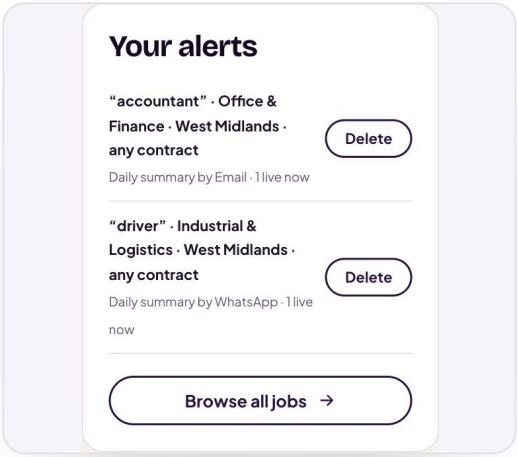
Candidates say up front whether they need sponsorship, so consultants can match them to the right roles.

Bring candidates back every week

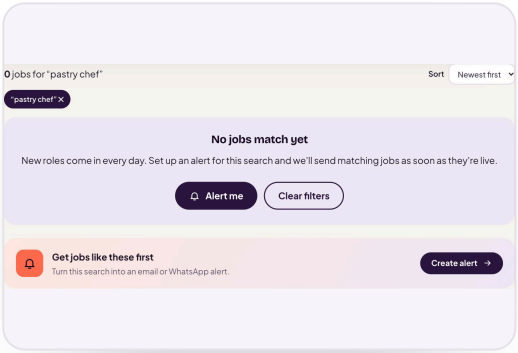
Candidates save jobs to a shortlist and create alerts by keyword, sector, location and contract type, delivered as they go live, daily or weekly, by email or WhatsApp.



Job alert form, prefilled from the candidate's last search.



Alerts listed, with live matches and delete.



An empty search turns into an alert.

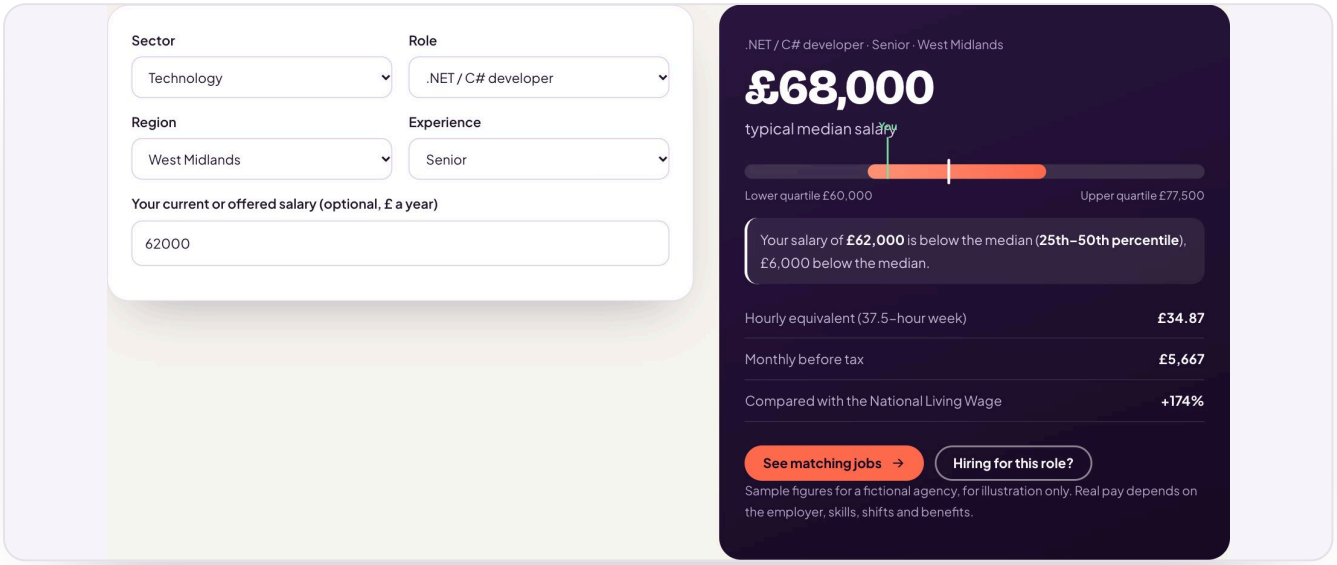
1. **Live match count**
   The form shows how many jobs match the alert today before the candidate signs up.
2. **Email or WhatsApp**
   Candidates choose the channel; the form switches between an email address and a mobile number.
3. **Candidate hub**
   The same page explains weekly pay, holiday pay, the Key Information Document and the 12-week rule for temps, plus CV and interview tips.

WHY IT MATTERS

Most job seekers don't apply on their first visit. Saved jobs and alerts turn a one-off visit into a candidate you can contact again, which is how agencies build their own database instead of paying job boards.

A salary guide people come back to

Visitors choose a sector, role, region and experience level and see the median, the quartile range and where their own salary sits, with hourly and monthly equivalents compared with the National Living Wage.



Benchmark for a senior .NET developer, with the visitor's own salary pinned on the range.



A full table of 33 roles for search engines and AI assistants.

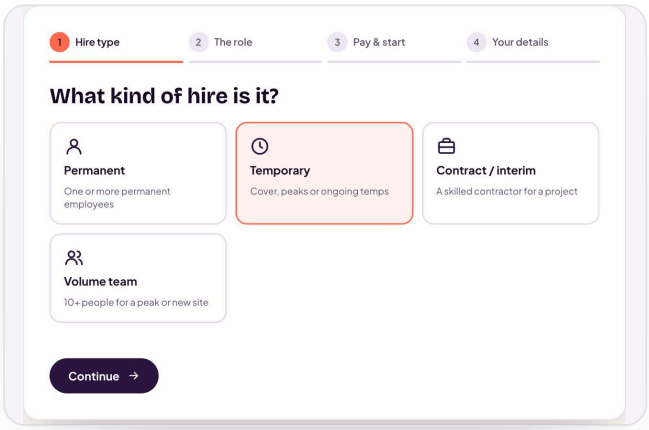
1. **Your data, your authority**
   The figures come from one data file you can update from your own placements every year.
2. **Useful for both sides**
   Candidates check an offer; employers check a salary before they advertise. Both buttons lead to jobs or a vacancy.
3. **Correct legal floor**
   The current National Living Wage and youth rates from 1 April 2026 are shown beside the guide.

CONTENT THAT EARNS LINKS

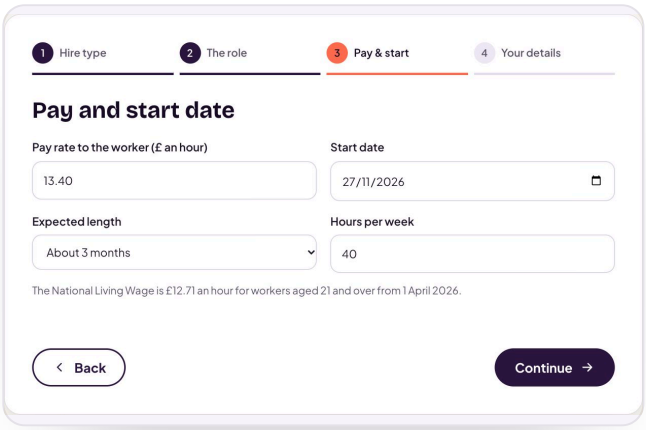
Salary guides are among the most searched and most linked pages in recruitment. An interactive guide on your own site keeps that traffic and gives AI assistants a source to cite.

Brief a vacancy in four steps

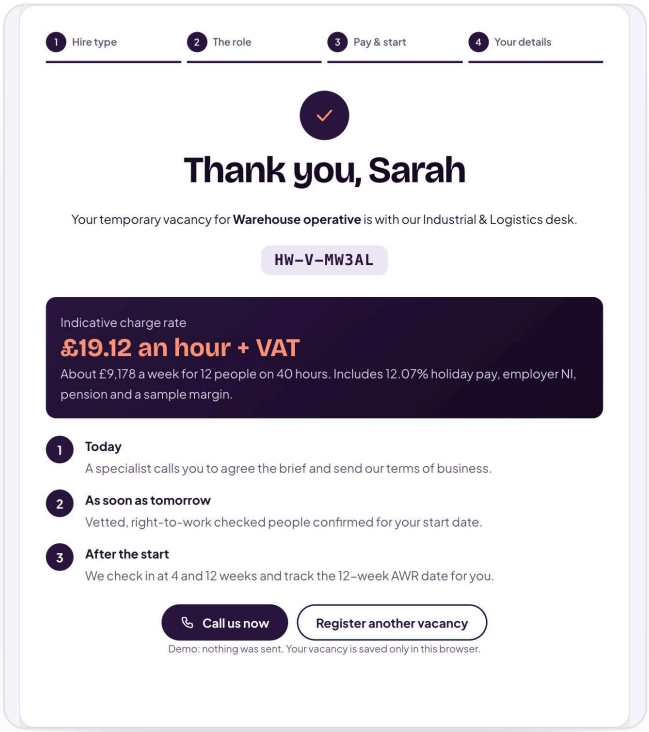
An employers page sets out permanent, temporary, contract and volume services with fees explained. The vacancy wizard asks the questions a consultant would ask on the phone.



Step 1: permanent, temporary, contract or volume.



Step 3: pay and start date, with a minimum-wage check.

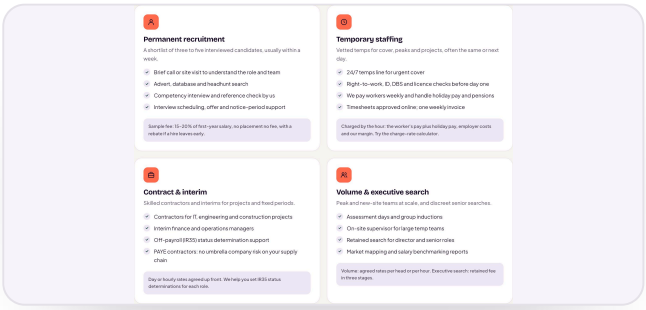


Confirmation with reference, indicative charge rate, weekly cost and next steps.

1 Questions change with the hire
Temps are asked for an hourly rate and hours; permanent roles for a salary; contracts for a day rate.

2 Indicative cost
15–20% of salary for permanent roles, or a charge rate built from pay, holiday pay, NI, pension and margin. You can switch this off.

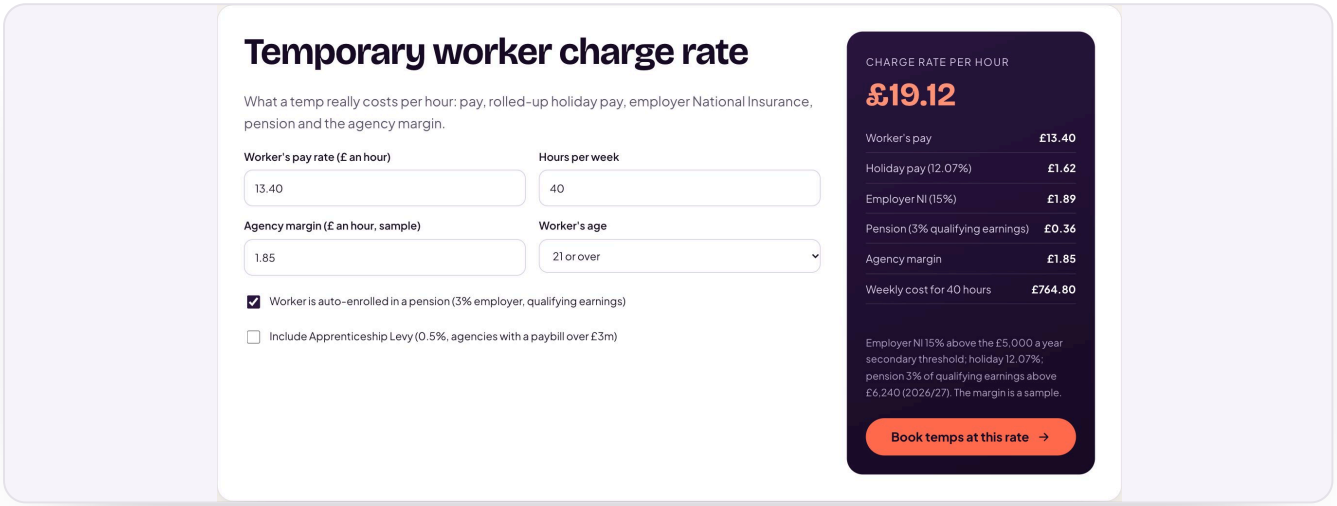
3 Compliance in the brief
Right-to-work, AWR 12-week tracking, umbrella company rules and IR35 are explained on the employers page.



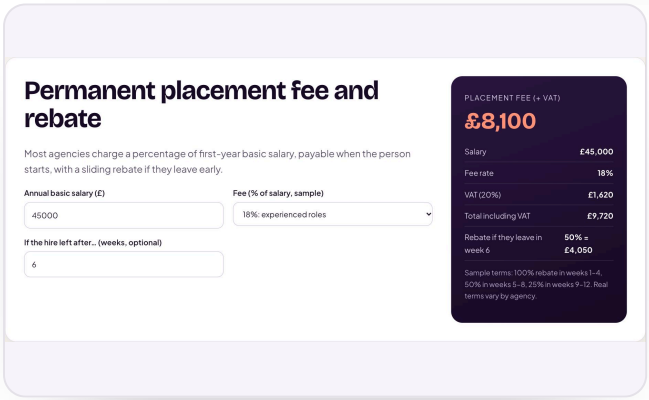
Four services with fees explained.

Three calculators hiring managers ask for

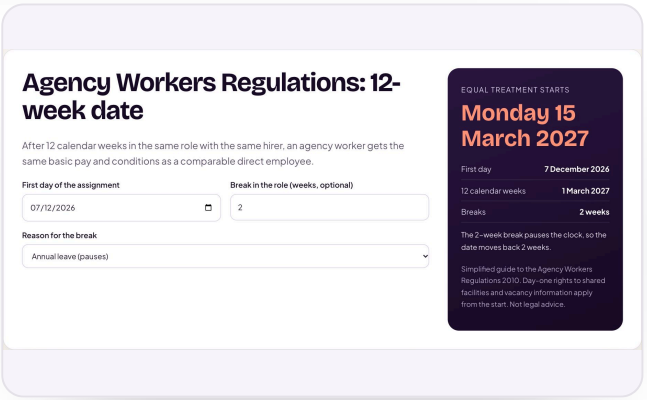
Tabs for the temp charge rate, the permanent fee and rebate, and the Agency Workers Regulations 12-week date.



Temp charge rate: pay, 12.07% holiday pay, 15% employer NI, 3% pension, levy and margin.



Permanent fee, VAT and rebate if the hire leaves early.

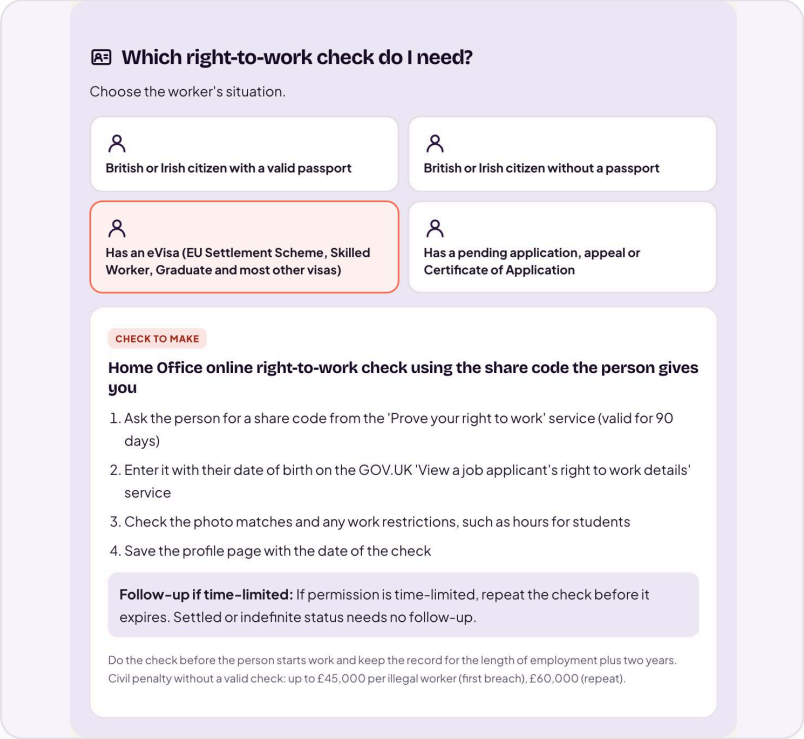


12-week AWR date with breaks that pause or reset the clock.

1. **2026/27 rates**
   Employer NI 15% above the £5,000 threshold, auto-enrolment £6,240–£50,270, rolled-up holiday pay 12.07%, NLW £12.71 with a warning below the legal minimum.
2. **Transparent pricing**
   Clients see exactly what makes up a charge rate, which builds trust before the first conversation.
3. **Book from the result**
   The charge-rate calculator ends with a button that opens the vacancy wizard for temps.

Compliance, explained in plain English

One page explains right-to-work checks and the rules recruitment agencies work under, with a check finder for employers.



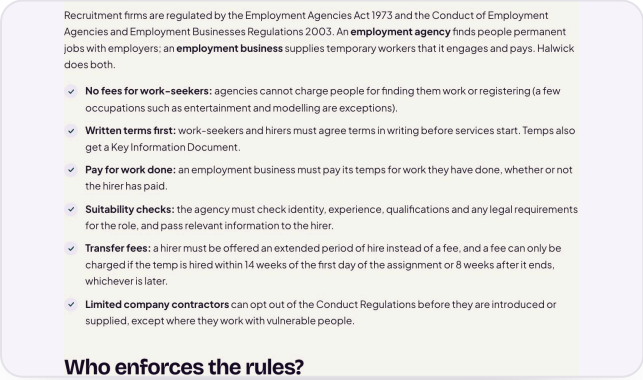
Right-to-work check finder: an eVisa holder needs an online share-code check.



Key figures card.

1 **Four situations**
British or Irish with or without a passport, eVisa holders and pending applications, each with steps and follow-up checks.

2 **Current facts**
£45,000 / £60,000 penalties, the Fair Work Agency since 7 April 2026, umbrella PAYE liability from 6 April 2026, the 12-week rule.



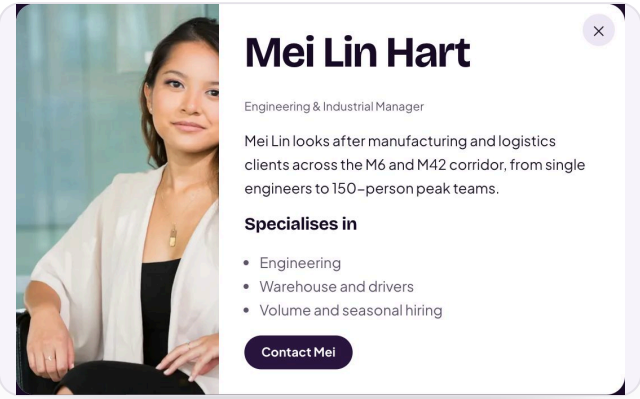
Agency rules in Great Britain.

TRUST SIGNAL

Employers choose agencies they trust to keep them compliant, and candidates want to know their rights. A clear compliance page answers both, and gives AI assistants accurate facts to quote.

People, history and the sectors you know

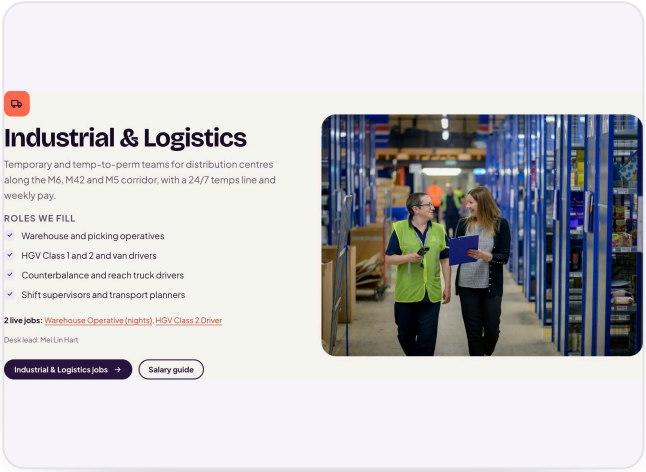
An about page with your story, values, desk leads and timeline, and a sectors page with every desk.



Consultant profile opened from a team card.

1. **Consultants up front**
   Photos, roles and specialisms, opening a short bio and a contact button.

2. **Values**
   Specialists, every candidate interviewed, compliance done properly, candidates first too.



A sector with roles, live jobs and desk lead.

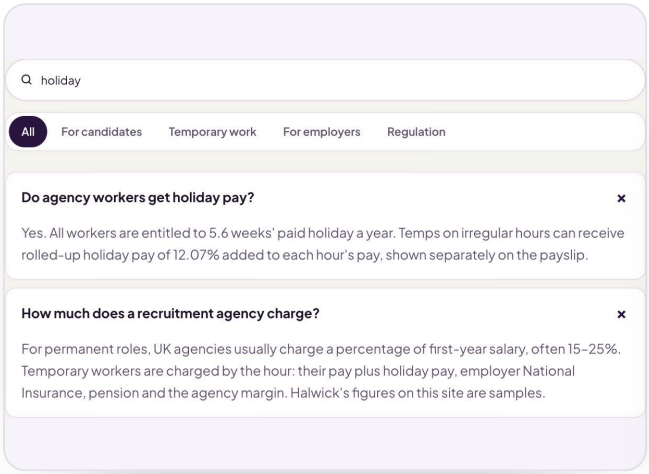
3. **Six sectors**
   Office and finance, technology, engineering, industrial and logistics, health and care, construction.

4. **Jobs by sector**
   Each sector lists the roles you fill, its live jobs and links to the filtered board and salary guide.



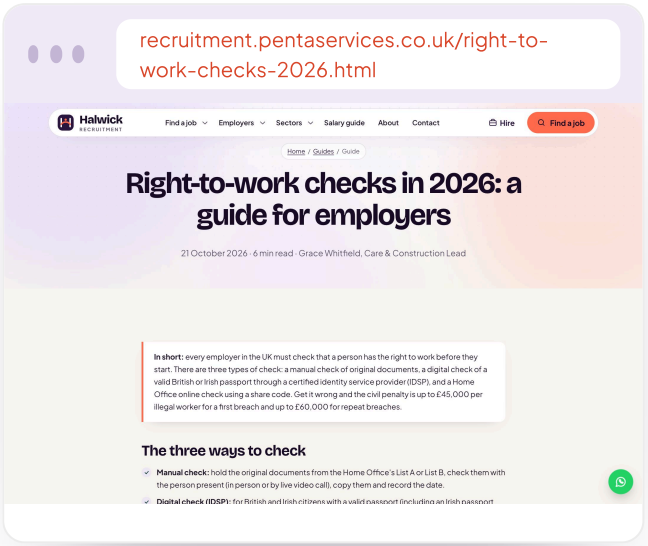
Timeline of the agency.

Answers, guides and every way to reach you



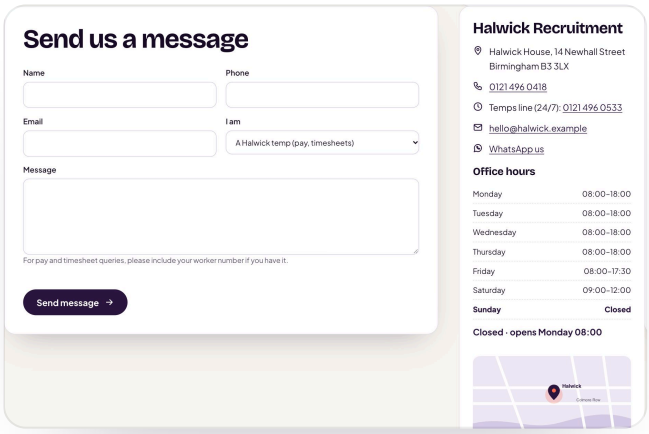
FAQ with search and topics.

1 **Searchable FAQ**
12 answers in four topics: candidates, temporary work, employers and regulation.



Answer-first guides with dates and authors.

2 **Two guides**
Temp-to-perm transfer fees under the Conduct Regulations, and right-to-work checks for employers in 2026.

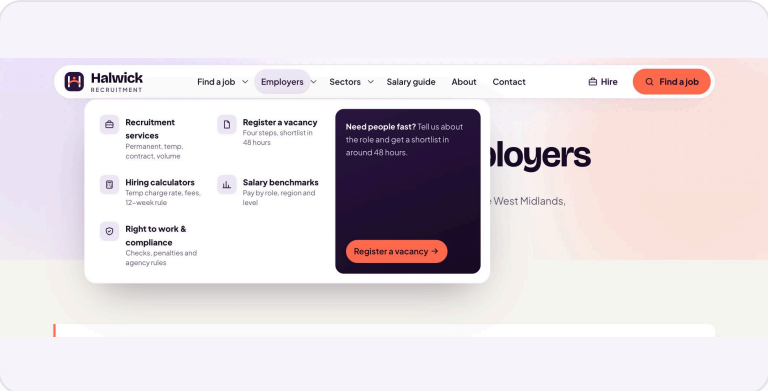


Contact form with routing for candidates, employers, temps and complaints.

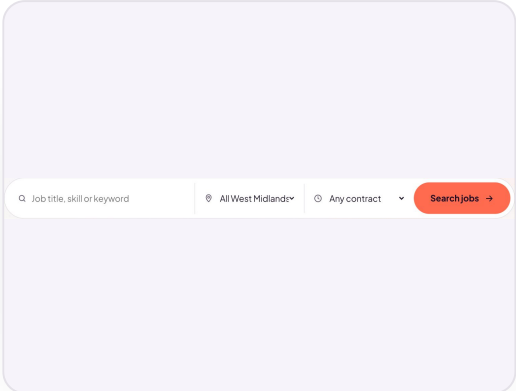
3 **Contact and map**
Form with topic routing, office hours with live status, a 24/7 temps line, WhatsApp and a map.



Small touches that build confidence



Mega menu for candidates and employers.



The big job search bar.

Search-led hero

Rotating job title, big search bar, candidate/employer toggle and a featured-jobs marquee.

Job board

Filters with counts, sort, chips, saved jobs and shareable searches.

Quick apply

CV upload by drag and drop, right to work, consent and a reference.

Job alerts

Email or WhatsApp, live match count, alerts listed and deletable.

Salary guide

33 roles, 12 regions, 4 levels and a percentile pin.

Vacancy wizard

Four steps with an indicative fee or charge rate.

Hiring calculators

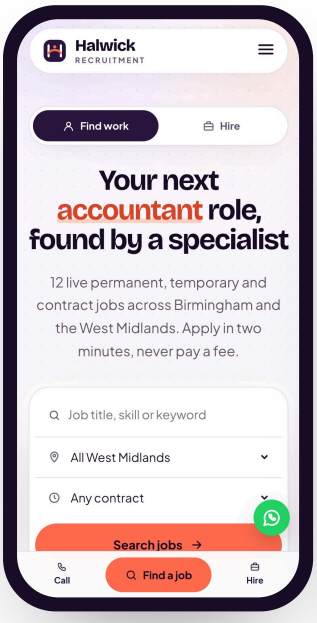
Charge rate, permanent fee and rebate, AWR 12-week date.

Right-to-work finder

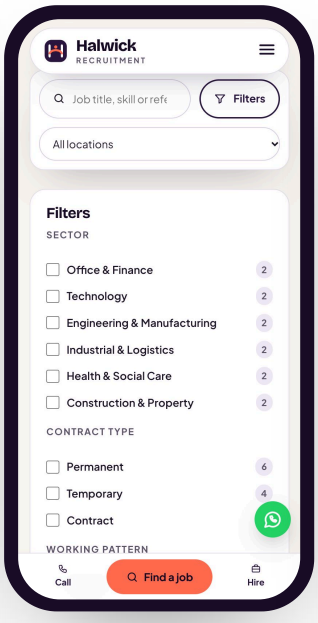
Which check, the steps and when to repeat it.

Designed for the phone

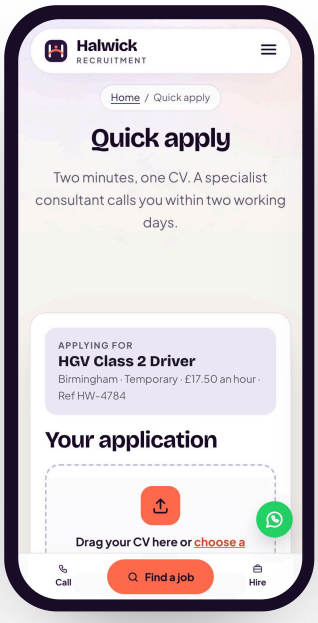
Most candidates search and apply on a phone. Filters fold into a drawer, CVs upload from the phone's files, every tool works on a small screen, and a bar keeps Call, Find a job and Hire one tap away.



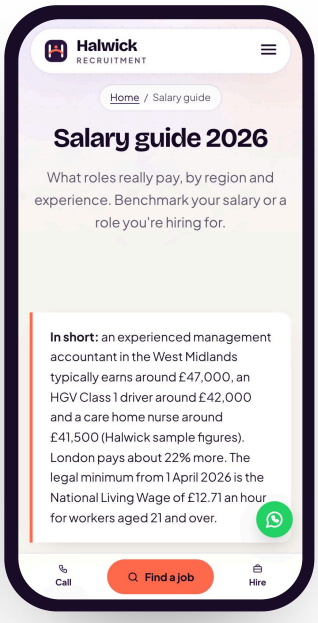
Homepage search



Job filters



Quick apply



Salary guide

TOOLS THAT SAVE A PHONE CALL

Answers in minutes, for both sides

FOR CANDIDATES

01 **Job search**
Filter live jobs by sector, location, salary and contract type, and save a shortlist.

02 **Quick apply & CV upload**
Apply in two minutes with your CV, or register for future roles.

03 **Job alerts**
New jobs matching your search by email or WhatsApp, daily or weekly.

04 **Salary benchmark**
Pay ranges by role, region and level, and where your salary sits.

FOR EMPLOYERS

01 **Salary benchmarks**
Pay ranges by role, region and level, and where your salary sits.

02 **Register a vacancy**
Four steps for employers, with an indicative fee or charge rate.

03 **Hiring calculators**
Temp charge rate, permanent fee and rebate, and the 12-week AWR date.

04 **Right-to-work checker**
Which check to make for each worker, and when to repeat it.

Your brand, found on Google and AI assistants

The demo uses deep plum, coral and warm paper with Bricolage Grotesque headings and Plus Jakarta Sans text. We replace them with your logo, colours, fonts, photos and copy.

Search engines (SEO)

- A unique title and description on every page
- EmploymentAgency structured data with hours, rating, services and team, plus JobPosting on every job, FAQPage, Dataset, Article and Breadcrumb
- A page for each job, sector, tool and guide
- Google Business Profile, sitemap, clean addresses and fast loading

AI assistants (GEO)

- Answer-first summaries on every tool and service page
- Facts AI tools can quote: candidate fees, the 12-week rule, holiday pay, right-to-work penalties, minimum wage
- Consistent agency name, address, phone and hours everywhere
- AI crawlers allowed, with an llms.txt summary of your jobs and tools

Searches the site is built around

recruitment agency [city] | [sector] jobs in [city] | temp agency near me | warehouse jobs [town] | salary guide [role] [region] | how much does a recruitment agency charge | temp to perm transfer fee | right to work check for employers

COMPLIANT BY DESIGN

Copy says plainly that candidates never pay a fee, jobs carry references and dates, salary figures are labelled, and the footer states how you operate under the Conduct Regulations. You approve all wording before go-live.

15 · ALL INCLUDED

Domain, hosting and email: we take care of it all

The website arrives complete and ready to use. You never have to deal with anything technical.

Domain INCLUDED
A free .com, .net or .org domain with yearly billing, or we connect yours.

Fast, secure hosting INCLUDED
Reliable servers, SSL certificate (https) and regular backups.

Business email INCLUDED
Mailboxes on your own domain (e.g. jobs@youragency.co.uk).

Updates and support
We keep the site updated and secure, add your jobs and make your changes.

Google Business Profile
Your Google Maps listing set up and linked to the website.

Privacy and cookies
Privacy notice for candidates and clients and cookie consent.

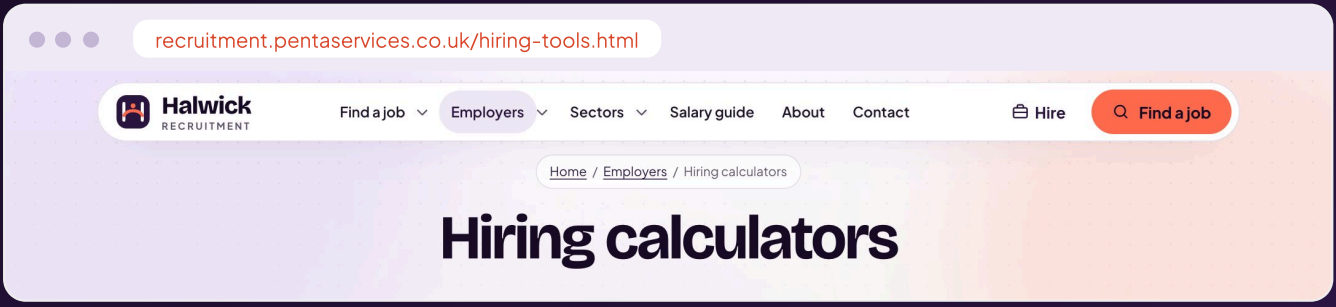
Ready Site price

Setup
£0 · US$0
Delivered faster than a custom build

Monthly
£34 · US$45
Hosting, SSL and business email included

Pay yearly
2 months free
10 × the monthly fee, plus a free domain

Ready Site prices for the Corporate Website package, November 2026. Prices in EUR, AED, PKR and other currencies on pentaservices.co.uk. 12-month minimum term from go-live.



What we need and what we do

What we need from you

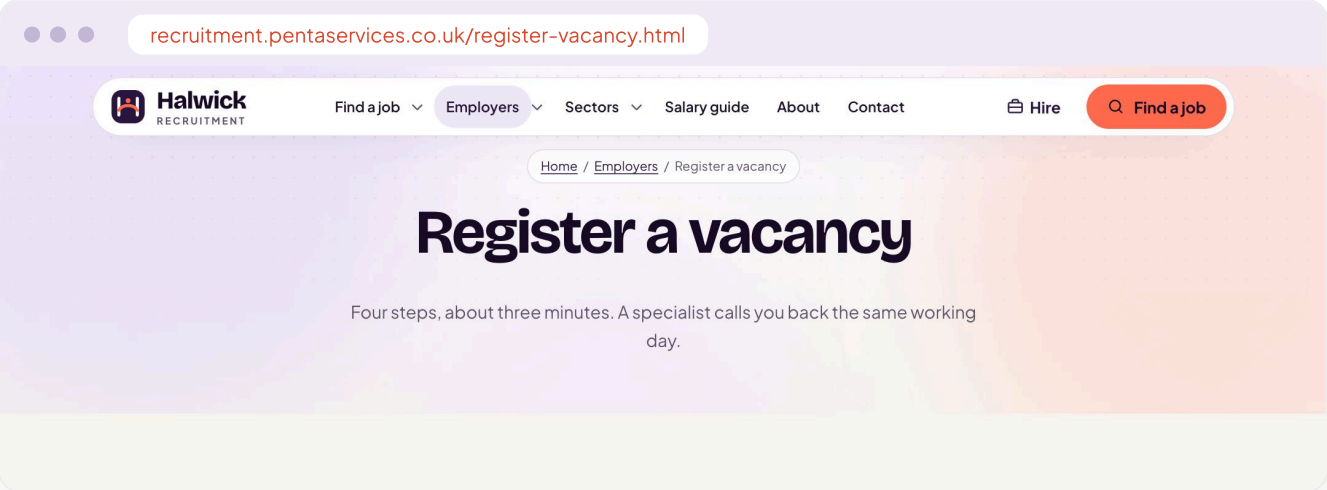
- Logo and colours, if you have them (otherwise we design them)
- Agency name, address, phone, temps line, email and office hours
- Your sectors, services and how you want fees shown
- Live jobs, or access to your job feed or CRM export
- Consultant profiles and photos
- Reviews, salary data and photos of your office and team

What we do

- Adapt the design to your brand
- Load your jobs, sectors, team, hours and salary data
- Send applications, CVs, alerts and vacancies to your email or CRM
- SEO, Google job markup and Google Business Profile
- Test on phones, tablets and computers
- Go live on your domain, then look after it

TAILORED TO YOU

Every website is adapted to your agency: your sectors, services, fees and job flow. Jobs can be added by us, from a spreadsheet or from your recruitment CRM's job feed, and the indicative fees can be switched off. We send a clear proposal with no obligation.



NEXT STEPS

Ready for a website that fills vacancies?

1. **See the demo**
   Open the demo on your phone and computer. Try the job board, quick apply, the salary guide and the vacancy wizard.

2. **Talk to us**
   Message us on WhatsApp or email: we show you the site and answer every question, with no obligation.

3. **Send us your details**
   Logo, sectors, jobs, consultant profiles, office hours, reviews and photos.

4. **Approve and go live**
   You get a private preview link, approve it, and the site goes live on your domain.

Contact Penta Services

info@pentaservices.co.uk

WhatsApp / phone: **+44 7735 544911**

pentaservices.co.uk · Live demo: recruitment.pentaservices.co.uk

Penta Services: websites, apps, SEO and GEO, hosting. 15+ years across 50+ business sectors. Offices in London, Italy and Pakistan.

One website. The right job found, a CV sent, a vacancy briefed and a client who calls you first next time.