

KNOW ALL - STAFFING

What does it mean: personnel services or staffing

Parthen provides project managers on a temporary basis for organizers of conferences, events and exhibitions. With a junior or senior status, for any length of time, but always with relevant experience. It is the solution for peak times.

The shape

The most common form is posting. The employee will work at the clients office for a set period of time [works for a certain time at the clients' office]. A contract will specify the customer guarantee for the purchase of a certain number of hours. Broadcast: there are people recruited from 'outside' to work for Parthen for one or more projects. Often these are young people with approximately one year of experience. Parthen ensures that relevant experience is present, if necessary, will be trained internally. The agreement is terminable immediately or a week. Recruitment and selection: an evolution of existing services. It often happens that an employee is asked to enlist the customer after a long posting, This is always negotiable. The reverse is also possible: ask Parthen to search for a suitable candidate.

Flexibility and customization

Quick action, sending someone tomorrow: it is a sport Parthen likes to play. Most employees are permanently employed, but we also use freelancers. An ideal solution for busy and less busy moments, also for ourselves. But also very important: it allows tailor made solutions; project managers with specific experience, for example in the government or the pharmaceutical industry. Parthen knows the market inside out and is therefore able to find the person who meets each relevant section, thinking of work experience, age, seniority, specific knowledge and training.

Costs

Recent graduates: both for registration work and organizational tasks are graduates of relevant disciplines (School of Tourism and Hotel Management) with a specialization in Conference and Event Management a good solution. They are often used for short periods. Price: € 45 per hour.

Junior project manager: a project manager with at least one-year experience with an organization agency. He/she has relevant training and the skills that a project needs. Price: € 55 per hour.

Senior project manager: a project manager who has worked as an event manager or a minimum of five years experience with an organization bureau or government agency. He/she is well versed in the conference and events industry There are day, week or project agreements possible. The rates are variable, for less than two months approximately € 85 per hour and for a longer period of approximately € 70 per hour.

Recruitment: the search, the interviews, the proposals of the candidates, consulting and brokerage Parthen charges about three gross monthly salaries. Possible additional costs can involve placing an ad; this is always done in consultation with the client.

Even more added value from Parthen: read about delivery commitment, financing, payroll, invoicing, time sheets and more.

Delivery Obligation

A secondment may be sick. In such a case Parthen bears the risk and quickly provides another adequate candidate. The primary goal of Parthen is saving the customer some headaches.

Pre-financing

As salary costs, employer's contributions, social contributions and travel costs Parthen pre-funds. At the end of the month the customer gets an invoice with a breakdown of hours worked.

Pay rolling

Parthen takes care of, if applicable (not freelancers), the payroll, the payment thereof and payment of social charges.

Billing

At the end of the month the customer receives an invoice for the total hours worked by a specification. Parthen can supply the hour specification so that a finance department can split the costs and assign them to different projects. The term of payment on the invoice is 14 days.

Timesheet

The employees of Parthen make a specified timesheet per hour. On request, Parthen can assure that ours are assigned to various projects, so the customer can divide the costs of projects, budgets and cost centers. The customer signs the timesheet. A copy of this is attached to the invoice.

Independent Contractor Status

Freelancers, who are hired for a specific project, send a monthly invoice to Parthen. Parthen takes care of the payment thereof, and then sends an invoice to the customer. The freelancer is responsible for the obligations arising from freelance work. To prevent the subsequent payment by the tax authority or social contributions are still demanded by the customer or by Parthen, we ask the freelancer for a copy of the Independent Contractor Status (VAR in Dutch). Thus the customer is free of problems later.

Excluding VAT

All rates are excluding 19% VAT and excluding acquisition costs and advertising costs for trade publications and websites. These acquisition costs are only made in consultation with the client.