

1 coin = R95

Two ways to manage talent

Getting started

User licenses:

- Available user licenses
- Additional user license (excl. Promoters)

Talent pools and saved searches

Talent browsing (outside of posted jobs)

- CV unlock
- Video unlock



Crayon Lite ⓘ



Crayon Talent ⓘ

1
10 coins (R950, 30 days)

N/A

1 coin (R95)
1 coin (R95)

Subject to package
10 coins (R950, monthly)

See packages

Unlimited
Unlimited

Posting a job



Crayon Direct ⓘ

Post a job

Free

Free

Unlock a job (valid for 30 days):

- standard
- incl. video applications (+10 coins)

10 coins (R950)
20 coins (R1,900)

Unlimited
Unlimited

Job extension (+30 days)

10 coins (R950)

Unlimited



Crayon Recruit ⓘ

Post a job

Free

Free

Unlock a job (valid for 30 days):

- standard
- incl. video applications (+10 coins)
- incl. recorded Crayon screening interviews (+10 coins)
- incl. video applications and recorded Crayon interviews (+20 coins)

10 coins (R950)
20 coins (R1,900)
20 coins (R1,900)
30 coins (R2,850)

Unlimited
Unlimited
Unlimited
Unlimited

Job extension (+30 days)

10 coins (R950)

Unlimited

Success fee ¹

- base fee
- incl. recorded Crayon screening interviews

7.5%
10%

5%
7.5%

Guarantee fee ²

+5%

+2.5%

Minimum fee

R19,950

R14,950

Pay-as-you-grow ³:

- 3 months
- 6 months
- 12 months

N/A
N/A
N/A

50% ⁴
75%
100%

1. The success fee is calculated as a % of the hires' annualised CTC, irrespective of the term of the contract (if less than 12 months).

2. The guarantee fee is optional and can be included at the time of the hire - i.e. no need to commit to this at the outset. We commit to finding a replacement hire within 3 months. If we don't, you get 50% of the total (success and guarantee) fee back.

3. Pay-as-you-grow is only available on Crayon Talent, our market-first financed guarantee solution whereby you pay the success fee over the contract period; if the candidate leaves or has their contract terminated, you stop paying. No replacement guarantee fee required.

4. Premium as a % of the original success fee; the combined amount (original success fee + premium) is then payable monthly over the contract period.



Crayon Lite Coin Top-ups

Coin top-up packages:

- 10 coins (minimum spend)
- 25 coins (5% discount)
- 50 coins (10% discount)
- 100 coins (20% discount)

R950
R2,256.25
R4,275
R7,600



Crayon Talent Monthly Packages

	Starter	Scaler	Launcher	Orbiter
Talent pool size ¹	<5,000	<10,000	<20,000	20,000+
Monthly cost ²	R2,950	R4,950	R9,950	R19,950
User licenses	1	3	5	10
Talent pools	5	15	25	50
Saved searches	5	15	25	50
Hiring credit ³	R10,000	R15,000	R30,000	R50,000

+1 user licence ⁴
+5 talent pools
+5 saved searches

R950 (monthly)

- Cumulative number of company followers and applicants.
- Payable monthly, 12-month commitment. Once-off annual payment secures a 20% discount and locks in your package cost for the year.
- Hiring credit can be applied against success fees on Crayon Recruit jobs over a 12-month period (not in combination with Pay-as-you-grow).
- A user licence includes 5 additional talent pools and saved searches.



Crayon Lite

**If you have just joined us,
you are here.**

**You are here for a good time, not a long time (yet),
and are just getting started with your Crayon talent journey.**

**You need fresh talent, yesterday.
Let's get the job done, fast and affordably.**

Crayon Lite is where your talent journey begins and gives you free access to job postings, company and job videos, and team management. Job, CV and video unlocks work on a pay-to-play model using Crayon Coins. Post a job via Crayon Direct or Crayon Recruit and save up to 66% vs. Traditional recruiters.

It's free, gratis, nada, niks!



Crayon Talent

**This is where you supercharge
your talent journey.**

**You are here for a good time, and a long time, and want to
build your brand's talent pool and save on hiring fees.**

**Unlock the full power of the platform. Grow
your talent base over time.**

Crayon Talent is built for the longevity of talent and aims to grow your employer brand in the local, and international talent marketplace. You get full access to all platform features as well as the global database where you can build and grow talent pools and bespoke searches. The monthly cost is offset via unlimited unlocks and success fees up to 40% less.

Starting from R2,950 per month.



Crayon Direct

**The DIY way to post a job and
find talent.**

**You have the time and know-how to tackle the talent
challenge on your own.**

**You have the time and know-how.
Tackle the talent challenge on your own.**

Crayon Direct will make your life easier, but as our DIY solution, you'll be flying solo using the platform tools to post a job, filter and assess incoming applicants, and move talent through the process. You've got this! But if you get stuck along the way, we're here to help.

Free to post. From 10 coins per job unlock.



Crayon Recruit

**The outsourced way
to find talent.**

**You don't have the time to hunt for talent; let
the pros take it from here.**

**You already have enough on your plate.
Let the pros take it from here.**

Save up to 66% vs. traditional recruiters. That's right, we do talent sourcing and recruitment, too. Post a Crayon Recruit job and our team will take it from there. We go to work sourcing external talent, mining the global Crayon database and reviewing incoming applications, only putting forward the cream of the crop. You can request recorded screening chats and save time.

Success fees from 5% of annualised CTC.