



**RECRUITMENT FUNDING AND OPERATIONS
POWERED BY TECH, DELIVERED BY PEOPLE**

SWITCHING FUNDER DECISION GUIDE

A PRACTICAL GUIDE FOR RECRUITMENT AGENCIES
REVIEWING THEIR FUNDING SETUP

**HELPING YOU DECIDE WHETHER TO SWITCH
AND HOW TO DO IT SAFELY IF YOU DO.**

BEFORE YOU THINK ABOUT SWITCHING...

Most recruitment agencies don't switch funder because of price.

They switch because something stopped working.

- Visibility dropped
- Support wasn't there when it mattered
- Funding didn't scale with growth
- Operational friction crept in

Switching isn't about chasing a better deal.

It's about making sure your funding setup still fits the business you've become.

THIS GUIDE HELPS YOU DECIDE:

- **WHETHER SWITCHING IS THE RIGHT MOVE**
- **HOW TO DO IT WITHOUT RISK**

STEP 1: **ARE YOU SWITCHING FOR THE RIGHT REASON?**

Before looking at alternatives, it's worth being clear why you're reviewing your funding in the first place.

The prompts below reflect the most common signals we see when a funding arrangement no longer fits the business it's supporting.

Tick any that feel familiar.

- ☐ Margin is being held back without clear explanation
- ☐ You feel "stuck" due to exit complexity
- ☐ Support feels slow or ticket-based
- ☐ Funding availability feels inconsistent
- ☐ Reporting or visibility is limited
- ☐ Growth plans don't feel supported
- ☐ You've had to adapt decisions to fit funding rules
- ☐ Fees or deductions don't match expectations

**IF YOU TICK 2 OR MORE, IT'S WORTH
REVIEWING YOUR OPTIONS.**

**IF YOU TICK 4 OR MORE, FUNDING MAY BE
HOLDING GROWTH BACK.**

STEP 2: **OPERATIONAL CONTINUITY**

The biggest concern when switching is disruption, particularly around payroll. A well-managed transition should protect contractors, maintain confidence, and keep everything running as normal.

These checks help you understand how continuity is handled in practice.

- ☐ Who manages payroll during the transition?
- ☐ What happens to current timesheets and approvals?
- ☐ How are contractors kept paid without disruption?
- ☐ Is overlap funding available if needed?

THE PRIORITY DURING ANY SWITCH IS SIMPLE:

**CONTRACTORS STAY PAID AND
CLIENTS AREN'T AFFECTED.**

STEP 2 (CONT.): CLIENTS & COMMERCIALS

CLIENT & DEBTOR MANAGEMENT

Your clients should experience the switch as a professional, well-communicated change, not a surprise.

This section helps you sense-check how debtor relationships, credit limits and risk are managed before, during and after a transition.

- ☐ How are clients notified of the change?
- ☐ Will credit limits change?
- ☐ How is debtor risk assessed?
- ☐ What protection exists if a client doesn't pay?

COMMERCIAL CLARITY

Funding cost isn't just about the headline rate.

Understanding how charges, deductions and limits work in real life is key to avoiding surprises later.

These checks help ensure you're comparing options on a like-for-like basis.

- ☐ Do you have a worked example of real monthly costs?
- ☐ Are all deductions and disallowables defined?
- ☐ Is funding capped or does it scale with growth?
- ☐ Is the agreement rolling or fixed?
- ☐ How does exit actually work?

STEP 2 (CONT.): SUPPORT & TECH

SUPPORT MODEL

When payroll is time-sensitive, support matters.

This section helps you understand who you'll be dealing with day to day, how issues are escalated, and whether the support model is designed around recruitment realities.

- ☐ Who will you speak to day-to-day?
- ☐ Is there a clear escalation route for urgent payroll issues?
- ☐ Do they understand recruitment operations?

TECHNOLOGY & VISIBILITY

Your funding platform should give you clarity, not create extra work.

Use these prompts to assess whether reporting, systems and integrations genuinely support how your business operates, especially as it grows.

- ☐ Can you see funding, invoices and payments clearly?
- ☐ Is reporting real-time or lagged?
- ☐ Does the system reduce admin or create more?

STEP 3: **QUESTIONS WORTH ASKING** **— EVERY TIME**

The right questions upfront prevent problems later.

These are the conversations worth having before making any decision - not just to compare providers, but to understand how funding will behave month to month.

1. “Can any part of our margin be held back? When and why?”
2. “What happens if a debtor doesn’t pay?”
3. “If we wanted to leave in future, how would that work?”
4. “Who supports payroll, operations and credit control?”
5. “Show me exactly what we’ll see day-to-day.”
6. “What does a typical month actually cost and what would increase it?”

**IF ANSWERS FEEL VAGUE NOW,
THEY WON’T GET CLEARER LATER.**

STEP 4: **WHAT A WELL-MANAGED SWITCH INVOLVES**

Switching funder doesn't need to feel rushed or risky.

A structured approach, aligned to payroll cycles and client communication, is what separates a smooth transition from a stressful one. This outlines what good looks like.

A smooth transition typically includes:

- Discovery and due diligence
- Funding and risk assessment
- Transition plan agreed around payroll cycles
- Client communications handled cleanly
- Timesheets and data migrated or reset
- Hands-on go-live support

**SWITCHING SHOULD FEEL CONTROLLED
- NOT RUSHED.**

THE GOAL ISN'T CHANGE. IT'S **CONFIDENCE**.

Reviewing your funding isn't just about fixing something that's broken. It's about making sure your setup still supports the business you're running today and the one you're building towards.

Switching funder shouldn't feel like a leap.

It should feel like an upgrade, with more clarity, control and support.

If your funding setup no longer matches the business you're running today, reviewing options is a smart, low-risk move.

WANT A **NO-PRESSURE** SENSE-CHECK?

If you're considering a move, we can talk it through.
No obligation, just clarity.

**See how switching works or
book a clarity call.**

SCAN the QR code or visit our [WEBSITE](#)

