



#### COST PLANNING GUIDE

## Cost Guide

*A planning document for businesses budgeting remote hiring, dedicated specialists, managed teams and Employer of Record support.*

Built to support practical cost planning for remote hiring, managed teams, payroll coordination and global growth.

### Why this guide matters

The cost of building a remote team is shaped by more than salary alone. Businesses need to consider role type, seniority, market, employment structure, payroll coordination, onboarding support and the level of ongoing operational help required. This guide gives you a practical framework for comparing support models and planning your budget with more confidence.

Borderless Talent Hub works with businesses that want clear, scalable options rather than confusing fee structures. The aim is to help you choose a model that fits your stage of growth, internal capacity and cross-border hiring needs.



## The main cost drivers in global remote hiring

- Role and seniority: specialist, experienced and team-lead roles naturally command different price points.
- Support model: part-time, full-time, project-based and team-build solutions are structured differently and should be budgeted differently.
- Country of hire: the local market, payroll setup and employment requirements can influence the final monthly cost.
- Operational scope: some businesses only need sourcing, while others also need onboarding, payroll coordination, HR administration or compliance support.
- Growth plan: one hire today may become three or more hires later, so it helps to budget with scalability in mind rather than treating each hire in isolation.

## Typical support models and starting points

The pricing page on the Borderless Talent Hub website uses clear starting points so businesses can compare options before requesting a tailored quote. The table below turns those starting points into a planning view you can use internally.

Support model	Starting point	Best suited to
Part-time specialist	From £499 / month	Focused support, specialist tasks, lighter workloads or early-stage operational coverage.
Full-time specialist	From £999 / month	Day-to-day embedded support, continuity, accountability and stable ongoing capacity.
Team build (3+ hires)	Custom pricing	Businesses scaling a function or building a multi-role remote team.
EOR support	From £199 / month	Cross-border hiring where compliant setup, payroll coordination and local employment documentation are needed.
Recruitment only	20% - 35% of annual agreed salary	One-off sourcing and hiring support without wider ongoing operational involvement.
Website development and digital support	Project-based pricing	Tailored technical or digital delivery where scope, timing and outputs vary by project.

## How to choose the right support model

Business situation	Recommended planning approach
You need flexible coverage but not a full-time hire yet.	Start with a part-time specialist model and define the most important deliverables, coverage hours and ownership areas before expanding.
You need a stable team member integrated into daily workflows.	Budget for a full-time specialist and include onboarding, reporting lines, technology access and management responsibilities in the plan.
You are entering a new market or hiring internationally for the first time.	Consider EOR support so the employment structure, local documentation and payroll coordination can be handled more smoothly.
You are building a customer support, sales or back-office function.	Model the cost of one initial hire, then a second and third hire, so growth decisions can be made with more clarity and less rework.
You only need help finding the right candidate.	Use a recruitment-only model when you already have the internal capacity to manage onboarding, payroll and ongoing operations yourself.

## A practical budgeting framework

- Define the role outcome first: write down what success looks like in the first 90 days before comparing monthly costs.
- Separate fixed and flexible costs: distinguish core monthly support from optional items such as tools, equipment, extra management input or wider team support.
- Allow for implementation costs: onboarding, process setup and manager time can affect the first-month cost even when the monthly run-rate remains stable later.
- Budget for compliance and payroll early: international hiring becomes easier when these requirements are considered from the beginning instead of added later.
- Create a scale path: map what the next hire or next phase would cost so decision-making is faster when growth accelerates.

## Questions to ask before requesting a tailored quote

- What role or business function are we prioritising first?
- Do we need part-time, full-time or team-based support?
- Will the person be hired in our existing market or a new international market?



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- Do we need only sourcing, or do we also need payroll, onboarding and compliance coordination?
- What management structure and performance expectations will be in place once the hire starts?
- Is this a single-hire decision or the first stage of a broader team build?

### Next step

Once you have a clearer view of the role, scope and support model, the next step is to request a tailored quote from Borderless Talent Hub. That allows pricing to reflect the actual commercial requirements of the role, the market involved and the level of support needed for smooth delivery.

For a client-specific discussion, pair this guide with the Cost Planning Worksheet so key assumptions, budget ranges and decision points can be captured in one place.

#### Practical note

The most useful budget is not always the cheapest one. A stronger structure around hiring, onboarding, payroll, and operational support often reduces hidden costs such as delays, turnover, fragmented management, and lower output quality.