

7 Considerations for Choosing the *Right Solution* to Manage Your Freelance Workforce



Introduction

Today's workforce is changing and the use of freelance workers has become increasingly prevalent. Freelancers are known to offer businesses and companies flexibility, specialized skills, and cost-effective solutions to various projects.

However, managing a freelance workforce comes with its own set of challenges. From finding the right talent to ensuring compliance and seamless onboarding, organizations need effective solutions to manage them efficiently.

In this guide, we'll explore **7 key considerations** to help you choose the right solution for managing your freelance workforce.

01

Compliance

Ensuring compliance with both internal policies and local laws and regulations is crucial when onboarding freelance talent. Look for a solution that helps you streamline the tax and legal compliance process by automating and customizing tax forms and legal docs. This includes ensuring that freelancers are in alignment with your company's policies and industry-specific regulations, safeguarding against potential legal and financial risks.

Simply put, you need to make sure that the freelancers you're onboarding are fully compliant for your business, and that they stay compliant for however long you plan on working with them.

Pro Tips:

- Share your legal onboarding process with vendors and ask if they can accommodate.
- Ensure both legal and tax documents are collected automatically.
- Make sure there's monitoring to avoid misclassification claims and security issues.
- Ensure your freelancers submit their tax docs, that worker classification is assigned correctly and that internal compliance policies are enforced (e.g approval of workflows).

02

Sourcing Channels

The success of your projects hinges on the quality of freelance talent you hire. Opt for a solution that offers either their own hiring service, or a variety of sourcing channels, such as freelance marketplaces, talent agencies, and industry-specific platforms. Sourcing channels can include personal networks, industry specialized forums and communities or industry-specific platforms and portfolios.

Always keep in mind your hiring managers' needs. To make sure they always find what they are looking for, you need sourcing and hiring services that find you the right talent, wherever they are.

Sourcing channels like:



Freelance marketplaces



Talent agencies



Industry-specific platforms

Pro Tip:

- Ask vendors if their sourcing services are limited to their own marketplace.

03

Talent Expertise

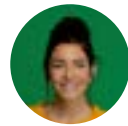
A solution that attracts and retains top-tier freelance talent is a valuable asset. While some talented freelancers rely on staffing agencies to find work, many skilled professionals are capable of sourcing projects independently. Identify the type of talent that uses staffing agencies to get hired for work vs. talent that's able to find their next job on their own. The best talent won't need a staffing agency to help them find work, and are already business-ready and know how to work with large, enterprise companies.



Daniel



Ryan



Sarah



💡 Pro Tips:

- Check for solutions that offer you multiple candidates to choose from.
- Make sure you're able to get talent that come from various, high-demand industries.
- Make sure the talent is fully compliant to your business or organization, as well as local laws and regulations.

04

Smooth Integrations

Your freelancer management system should seamlessly integrate into your organization's existing systems and workflows. Look for solutions that offer integrations with popular project management tools, communication apps, and payment systems. A solution that fits seamlessly into your workflow can save time, reduce errors, and enhance productivity by eliminating the need for manual data entry.

Remember, a freelancer management system is just another piece of your contingent workforce puzzle. It should be willing and able to work with your existing tools.

Look for solutions that offer integrations:



Project management tools



Communication apps



Payment system



Integration with your systems

💡 Pro Tips:

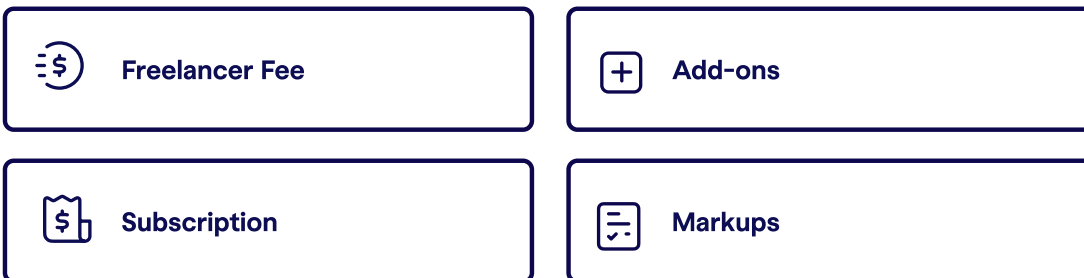
- Ask vendors about connecting spend to POs.
- Understand if they're willing to work with your MSP account manager.

05

Freelancer fee

A freelancer management system (FMS) varies in their fee structures. Some charge a percentage of a freelancer's earnings as well as add-ons, while others have high markups or a flat monthly or annual subscription fee. It's crucial to consider the financial implications of your choice. Calculate how these fees align with your budget and the scale of your freelance operations. Remember, the cheapest option might not provide the features and support you need, so prioritize value over cost.

Keep these criteria in mind:



💡 Pro Tips:

- Pay close attention to markup fees. Even 10% can make a major difference.
- Check for hidden fees: ask vendors if they charge freelancers an additional fee.
- Ask for a free trial and get value before you pay.
- Not all vendors charge annual fees.

06

Relationship Ownership

Building successful and long lasting relationships with your freelance talent is essential for success. This ownership of the relationship allows for better understanding of your specific business needs, leading to improved outcomes and a pool of reliable talent for future projects. Enjoyed working with a specific freelancer and want to continue the relationship off the platform from which you hired them? Look for solutions that don't have any hidden fees and allow you to simply take the freelancer with you, without paying a hefty penalty.

Make sure to avoid:



💡 Pro Tips:

- Ask vendors how much it costs to take talent with you when the contract is up.
- Check if your talent doesn't get offers that might prevent them from working with you.

Reviews & Business-Ready Features

Before choosing a solution, do your research. Explore user reviews on platforms like G2 and other industry forums to gain insights from businesses that have already adopted these solutions. Look for features tailored to your business needs, such as payment and budget, reporting, compliance checks and more.

Note that startups and newly launched solutions might not have the stability enterprises are looking for. In addition, navigating online reviews for a freelance management system (FMS) can be challenging, as they are often intermixed with freelancers' feedback about the vendor's marketplace.

💡 Pro Tips:

- Look out for logos and quotes from people who hired someone from a marketplace, vs. those who actually used a complete enterprise solution.
- Ask vendors to present third-party validation of their solution.
- Search credible sites like G2 and Capterra for relevant reviews.
- Check reviews for the solution only and not the marketplace.
- Ask for a demo to see for yourself the user experience.





About Fiverr Enterprise

Fiverr Enterprise is a SaaS solution that gives you full visibility and control over your entire freelance workforce by allowing you to source, hire, onboard, manage and pay, all while ensuring compliance, so your teams can work faster and maximize business growth.

With Fiverr Enterprise, you can get your freelance talent hired, onboarded and contributing in 1 day.

The screenshot displays the Fiverr Enterprise interface for a 'Web Developer' job. It features a grid of candidate profiles, a 'Hired Freelancers' table, and a sidebar with contract options.

Hired Freelancers			
	Web Developer	4	\$12,200
	Graphic Designer	3	\$10,500

Contract options in the sidebar:

- NDA:
- IP assignment:
- Non-compete:

📅 Run 360° Compliance

We automate and customize the legal and tax compliance process, gather all required tax forms like W-9s & 1099s for you, and notify you of any risk of worker misclassification.

🔍 Source & Hire Expert Talent

Simply post a job and our sourcing experts will present you with 2-6 candidates in up to 72 hours or choose from a pre-selected list of talent. Hire who you want to work with and onboard them to your private talent pool on Fiverr Enterprise.

👤 Enjoy Your Own Private Talent Pool

Simply post a job and our sourcing experts will present you with 2-6 candidates in up to 72 hours or choose from a pre-selected list of talent. Hire who you want to work with and onboard them to your private talent pool on Fiverr Enterprise.

💰 Payment Terms

Customize your invoice and break it down by spend, PO and cost center, so nothing gets lost, and instantly pay your freelancers in 190 countries in 80 currencies and 7 different methods.

Scale the way you work with your freelance workforce

Schedule a 30-min call with one of our workforce experts.

[Book a Demo](#)