



look for



when looking at RPO

Interested in looking for an RPO provider? Here's what you should know when conducting your search.

But first...

What is RPO?

Recruitment Process Outsourcing (RPO) is the the process of a company outsourcing all or part of the recruitment process. RPO firms can take on any aspect of the recruiting process.

No, RPO is focused on improving your recruitment process by improving efficiency and streamlining your operations.

But isn't that staffing?



A **staffing agency** is charged with filling positions quickly and focus more on short term solutions rather than long-term or ongoing.

I got it...so

What does the RPO process look like?

Strategic Workforce Planning

Requisition Management

Sourcing/ Recruiting

Screening/ Testing

On-boarding

Interview/ Selection

Offer Management

Okay then...

What should I be looking for?

1 Specialization

What positions or departments are you looking to outsource? Look for providers that have a proven track record of success in those specialized positions or departments.

Industry Expertise

Does the RPO provider specialize in one or many industries? A provider that has multiple clients in your field lead to a better understanding of your business.

3 Flexibility

Do RPO firms have the flexibility to meet your immediate, future and ongoing recruiting needs? Evaluate whether your specific recruiting needs can be met based on the firm's expertise and track record.

4 Financial Impact

Do you understand the costs of your current process? RPO relationships can be forged in order to reduce costs on your end. But it's important to know your current costs in order to compare RPO to your baseline.

5 Breadth of Services

What kind of solutions do you need? RPO solutions can range from project outsourcing to candidate research in a specific market. Make sure that the providers offer everything you're currently looking for or may look for in the future.

Type of Hire

What kind of hire are you looking for? Part-time, full-time, etc.? RPO firms can help recruit different types of hires to fit your needs and many specialize in types of hires..

Track Record

Does the provider have a record of successful results? Setting a number of hires that need to be met for example can help when choosing a provider.

Understand your Process

Do you have a full understanding of the needs of your company? Knowing exactly what you need will help with RPO providers design the best quality solution for you.

Delivery Method

Are you looking for an on-site or virtual delivery model, or a combination of the two? Discuss the delivery options with RPO firms to understand what they can provide.

Technology Support

Do you have technology needs that are required from your solution? Look for a provider that has experience implementing or providing a technology platform, or understands the specifics of your existing platform.

