

RPO

GUIDE



Wallace
Hind

WHAT IS RPO?

Put simply, RPO stands for **Recruitment Process Outsourcing** which means outsourcing your recruitment processes - whether that be all or part of your recruitment strategy, from supporting your employer value proposition, to building your future talent pool of volume hires.

When we work with companies as their RPO provider we can work across every aspect of the recruitment process, including bespoke recruitment campaigns, employer branding and competitor insight research.

Ultimately Wallace Hind becomes an extension of your team, delivering smooth recruitment processes, efficient quality hires, increased retention rates and meeting critical hiring deadlines.

It's probably best to think of RPO as a recruitment partnership, especially as a great recruitment consultancy will improve an organisation's recruitment process overall.



HOW DOES IT **WORK?**

RPOs work in many ways, proving extremely beneficial for companies who have their own recruitment processes, and those that need full support.

Over the years we have worked with companies on a project by project basis (**Project RPO**) which is ideal for immediate, short-term talent acquisition and specific growth projects such as building new teams and departments. We also have extensive experience in providing **End-to-End RPO** supporting companies that do not have their own recruiters and need us to take on longer-term projects requiring specialist recruitment campaigns and candidate experience management.

Whether you outsource all or part of your recruitment processes, by using experienced recruiters you'll be gaining knowledge, networks, and most importantly an instinct for spotting the most suitable talent, which will reduce your overall hiring times.

THE BENEFITS OF WORKING WITH **WALLACE HIND**

If you choose to outsource all or part of your recruitment process to Wallace Hind, we will work on your behalf and adopt your company values, ensuring candidates receive the very best experience whilst constantly reinforcing your employer brand.

You can turn us on or off to align with your business needs and by paying for an overall service, you receive our whole attention and focus. This includes access to our specialist recruitment tools and expertise, enabling us to deliver the highest quality talent for your company.

+ MORE REASONS TO USE RPO

Quicker Recruitment Times

Our experienced recruiters have access to a high-quality talent pool and can quickly identify the most suitable candidates for your role, allowing your hiring managers to focus on other responsibilities. This will save you valuable shortlisting time.

Access To Specialist Recruitment Tools

Working with an RPO provider such as Wallace Hind will give you direct access to specialist recruitment tools including leading advertising portals, AI and extensive candidate and sector talent pools.

Cost-Effectiveness

Selecting the right recruitment consultancy to manage your RPO will allow you to benefit from an efficient and focussed service which delivers high-quality and committed candidates. This in turn will reduce the time and money you spend on sourcing the right candidates.

Flexibility

Our RPO is tailored to your company's specific needs. You can choose when and how you want the process to work depending on your recruitment peaks and troughs, therefore allowing you to only pay for what you use. Regardless of your company size, with an RPO solution you have the option to scale up and down in line with your recruitment needs.

CONTACT

When you work with the right recruitment consultancy, RPOs have the power to transform your business and revolutionise the way you attract and recruit talent.

We can provide a RPO solution that suits your unique requirements, whilst delivering extra services you will not get with traditional recruiters. To find out more about the options available and how Wallace Hind are different, please get in touch.

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