

10 Qualities to Seek in a Hiring Partner



Recruitment & Employer Branding Expertise

Experienced providers offer extensive research skills, are familiar with cutting edge recruitment and sourcing strategies, and can furnish tools and techniques for building a desirable employer brand. They can also build specialty talent pools and communities.

01



Speed

Skilled RPO providers streamline your recruitment process by creating a simpler, more efficient solution—all while balancing improvements in time-to-fill and maintaining a high quality of hire.

02



Flexibility & Scalability

One of the greatest recruitment challenges is effectively responding to rapid fluctuations in hiring demand. An RPO provider should offer several solution options for scalability and flexibility to minimise your cost and risk as your hiring demand levels vary.

03



Cost Savings

The longer a role is left unfilled, the more it costs a business. Placing the wrong hire in a position creates unnecessary turnover. An RPO decreases a company's cost-per-hire and time-to-fill while enabling HR and hiring managers to focus on high priority responsibilities.

04



Technology and Data Expertise

A skilled RPO provider will assist in selecting the best tools and technologies according to your business requirement. They can also analyze and interpret industry and market intelligence, leverage big data for better business decisions and implement automated candidate campaigns.

05



Compliance

From an EEOC, OFCCP and process perspective, your RPO provider must build your hiring system around your goals and objectives. This includes pre-defined Service Level Agreements (SLAs) complete with a governance model to safeguard expected program results.

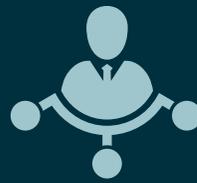
06



High-Touch, Consultative Approach

A premium RPO partner provides white-glove service to both hiring managers and candidates. For hiring managers, this means offering strategic planning and ongoing reporting and measurement. For candidates, it translates into an exceptional hiring process experience.

07



Customized Solution

Many large recruitment companies operate on a one-size-fits all model. They simply plug your company into their RPO model. Be sure your RPO provider can customise the solution to the unique needs of your organization.

08



Talent Management and Coaching Services

Premium RPO providers offer value-added talent management and coaching services such as competency profiling and psychometric testing, interview skills training, career and leadership coaching and services to aid with succession planning.

09



Ability to Reach Beyond Current Borders

Whether you operate globally today or have future expansion plans seek an RPO provider who can grow with you globally. Be sure your provider has an on-the-ground, multi-national recruitment presence with local teams that grasp the values, customs and cultures of a location.

10

Hiring is too important to get it wrong.
Let Hudson optimise your hiring process.
Contact us: hudsonrpo.com

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