

# How does an RPO partnership work?

Like any good relationship, an RPO partnership evolves over time.

The more you work with your RPO provider, the deeper this relationship gets, and the more benefit you see.

An RPO partnership usually follows three phases:

**1****Embedding****2****Optimisation****3****Strategic Advantage**

To truly understand how an RPO partnership works let's explore each phase in more detail.

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**From Hiring Managers to Human Resources stakeholders, your RPO team will become an extension of your business.**

## Phase 1: Embedding

In the early stages of a new RPO partnership, after the change management and implementation of the new recruitment model is complete, we call this the “Embedding” phase.

In this phase, key stakeholders within your business develop a relationship with your dedicated recruiter(s), and the RPO team learns about your organization: your business, team, culture, hiring policies, processes and current or upcoming vacancies. From Hiring Managers to Human Resources stakeholders, your RPO team will become an extension of your business.

The RPO recruiters will become your single point of contact for any hiring need, whether you wish to hire internally or externally on a permanent, temp or contract basis. Almost immediately, they take the majority of the recruitment effort away from you, sourcing and shortlisting high-quality candidates and dealing with third party recruitment agencies on your behalf. They will organize candidate interviews for you, briefing candidates effectively and generally keeping the process moving at a fast pace until the offer is completed.

At this point your RPO recruiter is filling all or most of the roles themselves, increasing your speed to hire and significantly reducing your use of agencies, saving you a lot of money as a result.





**Your Recruiter is able to effectively articulate your value proposition to candidates, and entice passive candidates into a conversation with you.**

## Phase 2: Optimization

The next phase is what we call the “Optimization” phase. In this phase, you can rely on your dedicated recruiter to competently manage the end-to-end recruitment process on behalf of Hiring Managers and the broader HR team. They will streamline the end-to-end process and introduce technology to significantly reduce the time it takes to hire a new employee.

The recruiter is able to effectively articulate your value proposition to candidates, and entice passive candidates (i.e. those not looking for a job) into a conversation with you.

In the optimisation phase, you start to see a more diverse range of candidates on your shortlist, as your recruiter implements sourcing strategies to help meet your Diversity, Equity and Inclusion targets. Because your RPO recruiter has now developed a really strong grasp of your hiring needs and patterns, they can start to build and nurture communities of talent. You should also receive comprehensive recruitment reports that will track the RPO recruiter’s performance against KPIs and give you trend data and other insights you have not received before.

During this phase, key recruitment stakeholders will receive additional training on how to recruit and interview effectively, which will help you compete for top talent in the market.

## Phase 3: Strategic Advantage

The final phase is what we call the “Strategic Advantage” phase. In this phase, your RPO recruiter will be partnering with Hiring Managers and broader HR on different projects to further improve and develop your recruitment function.

For example, they might help you navigate a team restructure or collaborate with your HR and Marketing teams to produce employee videos to help position you as an employer of choice. Or they might help you roll out more formal diversity programs, or evaluate, select and implement new AI sourcing, screening and assessment tools to further improve your quality of hire. Another common improvement in this phase is helping you look at how new hires are onboarded into your organization to maximize engagement and time to productivity.

**Are you ready to start your RPO partnership or would you like to find out more?**

**Click here to speak to one of our talent experts or visit [hudsonrpo.com/contact-us](https://hudsonrpo.com/contact-us).**