



outsourcing

Private Talent Pool



Curating
specialist talent

Introducing our Private Talent Pool

Are you finding it difficult to attract the right talent?

Discover a better way of securing the people you need.

At **Outsource UK**, we listen to the needs of our clients, recognise their challenges, and create bespoke resourcing solutions to help them thrive. Our Private Talent Pool is just one of the ways we do this, and it enables you to leverage the power of your own brand to attract and curate high-quality talent. We will build you your own exclusive pool of candidates, and you pay only for the parts of the recruitment process that you use.

You'll be able to manage your future talent, in a way that's both simple and cost-effective. Your unique pool is made up of a combination of previous workers (both permanent and contingent), candidates who you have interviewed before and who came a close second, and – crucially - those candidates

that have already shown an interest in working with your company. They may not be looking for a role right now, but they like your business, and when the time is right, you will have instant access to these pre-identified future workers. Search the talent pool yourself, or we can do it for you – and all at a lower cost than standard recruitment agency fees.

As curators of your talent pool, we'll continue to populate the pool on your behalf, and we'll stay in touch with your candidates to keep them engaged with your brand.

We'll also offer you a range of other recruitment support services to ensure you can hire the people you need quickly and compliantly. You choose the support you need to meet your hiring plans, and pay only for what you need.

Our specialist team can offer:

1. Curation of your Talent Pool
2. Full search of your Talent Pool
3. Pre employment/engagement screening
4. On-boarding services
5. Welfare
6. Payroll services
7. Innovative Technology solutions

Reduce your GDPR risk

The implementation of GDPR in May 2018 has changed the way that businesses need to manage their candidate data, and increased the exposure for data related complaints, breaches and fines for all involved in recruitment supply chains. Our innovative software means that candidates opt-in to joining your Private Talent Pool, thus ensuring they control their own data, and reducing your risk of GDPR related issues.

Benefits for you and your business

- ✓ **Reduced costs** – save on your agency spend by sourcing 50% of your hires from a specially curated Private Talent Pool unique to your business
- ✓ **Leverage your brand power** – use your strong brand name to attract more talent directly to you, and capture the details of candidates who visit your website. Don't pay to find the same person twice
- ✓ **Improve your time to hire** – an engaged and opted in talent pool will allow you to hire the right people more efficiently, give you invaluable visibility of available talent, and allow you to better reutilise the skills of workers who already have valuable knowledge about your business
- ✓ **Quality of hire improvements** – your Talent Pool allows you to continuously identify and engage with the very best people, reducing your risk of making a costly bad hire, and ensuring increased productivity from your hires as you reutilise resource who retain important IP
- ✓ **Be agile** – the resilience of your workforce should improve as your Talent Pool can provide contingency against unplanned departures
- ✓ **Ensure compliance** – reduce compliance risk by making sure that the candidate data you hold is GDPR compliant, and that the workers you invite to join your team are vetted to meet your high standards
- ✓ **More control** – your Private Talent pool gives you full control of your message to potential candidates, and the invaluable opportunity to ensure optimum candidate experience
- ✓ **Better communication** – tell your talent pool directly about future events and use our technology to open up communication and build long term relationships with capable professionals who are already interested in your company

Benefits for your future talent

- ✓ Talented candidates can reach out directly to you
- ✓ They retain full control over their data by opting in to your GDPR compliant talent pool
- ✓ They'll nurture a valuable working relationship with you prior to the commencement of the recruitment process
- ✓ Candidates can stay informed of future events and opportunities at your company

Embrace the possibilities

Outsource UK's Private Talent Pool can be used alongside your existing marketing strategies, such as campaigns based around returners, D&I or niche skill sets. We can help you grow a specific list of superior candidates, which you can then call upon in the future. This will allow you to engage with a tailor-made community that holds the exact skills and characteristics you're looking for.

Save costs, use your brand effectively, and bring in the best talent in a stress-free way.

About Outsource UK

We're proud to be one of the country's largest independent recruitment companies, supplying highly-skilled technology, change and engineering talent to clients within a range of specialist sectors. Our success is built on a uniquely-consultative approach, and we are

committed to working in partnership with our clients, our candidates and each other. We listen. We understand. We offer forward-thinking, efficient strategies and deliver tailor-made permanent, contract and interim recruitment solutions. *Above all, we enable the companies and organisations we work with to thrive.*