



RPO - taking care of hiring

Our RPO services are designed to make you an employer of choice in any market

Our processes are handcrafted for you, tailored to your business and handled by our proven, dependable team. You trust us to attract, select and retain the permanent talent that your strategic business needs demand, whilst staying true to your values and culture. A good and efficient RPO service is entirely strategic.

Getting your resource planning strategy and talent implementation right takes expertise, time and money. Trust us to do it for you.

Your business completely or partially outsources your permanent recruitment services to Outsource UK. This can include everything from workforce planning and talent mapping, through to support with talent attraction and employer branding. You get a dedicated, expert-led delivery and marketing team and our specialist technology to optimise processes, along with our high-quality Inclusion subject matter experts.

Why do companies outsource their recruitment?

With the race for talent becoming more competitive than ever before, you need to look at underutilised channels to attract the best people. We have experience of working with customers to unlock the value in their brand and develop workflows to attract previously ignored talent, which can neatly integrate with your inclusion and diversity goals.

Our technology solutions also make sure your hiring plans are inclusive, targeted and on brand, giving your business the edge over your competitors.

What are the benefits of RPO?

- Hiring permanent staff on a regular basis? Our RPO makes financial, structural and strategic sense for long-term hiring.
- Short term peak in hiring demand? We can develop a project based RPO than scale up and down relative to your hiring demands.
- Do you need to improve your talent attraction and retention? We work with you to deliver your EVP and candidate experience in the right way to attract your new hires and keep them engaged.
- Do you fulfil your inclusion and diversity goals? Our teams listen to your needs and craft specialist hiring plans to support your vision.

RPO
The benefits of an
Outsource UK RPO:

- Workforce strategy
- Improved candidate experience
- Retention of your talent
- EVP advocacy
- Increase quality and reduce cost
- The right resources at the right time

We facilitate workforce planning to help you stay ahead, ensuring you have access to the talent you need in the short, medium and long-term. We build structures within your business that are adaptable to any situation, scaling teams up or down whenever necessary.

With streamlined processes, better candidate engagement and a culturally aligned delivery team, we create better, more consistent candidate experiences. Your HR team is freed up to concentrate on their key strategic goals.

How does recruitment process outsourcing reduce costs?

An RPO solution is one of the most effective ways for you to reduce your acquisition spend, especially when recruiting for hard-to-fill roles.

1. We take on the risk of managing fluctuating talent needs, making sure you have the right amount of resource dedicated to your recruitment needs when you require them.
2. Hiring new staff takes a lot of time and effort. We reduce your time to hire and manage the pipeline so you don't waste money and resources.
3. We optimise your cost per hire. We work with you to iron out inefficient processes across your business, making it frictionless, fit for purpose and cost-efficient.
4. We help you utilise your brand to attract candidates to your business, avoiding unnecessary recruitment fees.

Helping you manage your Employer Value Proposition (EVP)

By championing your brand, we set realistic expectations to ensure that candidates are bought into you as a business and a culture, reducing attrition. We build brand advocacy into relevant talent communities through dedicated consultants and access to marketing services.

Need fast access to top talent?

A strong understanding of your business and a data-driven, overarching view of your workforce ensures that the right resources are acquired at the right time and through the right channels.

Outsourcing through us means competitive commercials, increased direct delivery rates and strategic cost saving exercises. We also handcraft talent pools to ensure that when a role is created or becomes vacant, there's a ready-made shortlist ready to join you.

Need both permanent & temporary hires?

Our complete Total Talent Management service integrates both RPO and MSP into a single solution. Covering the entire cycle for permanent and temporary hires, our products offer a view of your entire sourcing and resourcing landscape. We help you to identify patterns and to plan ahead.

Do you have a short-time spike in hiring or a campaign?

We recommend our Statement of Work services.





Our proven capability

Our client had embarked on a project to drive the development of their 2 key products, from an offshore Development Centre in Shanghai. This office grew to circa 100 heads over the next decade, largely Architecture and Development with some Project Management and Business Analyst capability.

This worked well until the growth of the Chinese Tech market meant that salaries and fixed costs in Shanghai increased significantly. The general cost of living, not to mention competition for talent, meant that price per head was comparable to that of London and productivity much lower. Other noteworthy challenges included communication, different time zones and political risk.

They needed a Development Centre that was much closer to their HQ in London which allowed developers to work closely with their Business experts. They did not know where or how to go about building a solution, so Outsource was engaged to carry out a workshop with their Executive Leadership Team (CEO, CTO and HRD) to help them understand their problem and ultimately their requirement.

As a result of the workshop, Outsource conducted **in-depth market research** which was then presented back to their Executive Leadership Team and included detailed analysis on:

- Where the talent was located - **digital clusters**
- **Socio economic analysis** of these clusters
- **Cost analysis** of the required Talent Pools (typically Architects, Developers, QA Engineers)
- **University networks**
- **Cost of living**
- **Office space** –availability, cost and scalability
- **Company profiles** within the area –competition, sources of talent, cluster identity

Outsource provided **a recommendation of 4 locations** that would provide the required Talent Pools, **at the right cost**, with the flexibility to upscale their team as required. This provided them with the market intelligence they needed to select **Birmingham as the preferred location for their Development Centre.**

By listening to their problem, Outsource was able to provide a handcrafted solution that comprised **Research, Project Management** and **Provision of Specialist Talent in one package**. This blended approach and personalised service meant we had **“taken care of everything”** for their Executive Leadership Team.

Key results included:

- Relevant Talent Pools built in line with budgets
- Dedicated Onsite Account Manager
- Standardised recruitment process and Service Management
- Local Tech Meetups
- Targeted hiring strategy
- Inclusion & Diversity interview workshops

Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.