



European Search Company  
Human Capital Consulting

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## Recruitment **Process** Outsourcing

*- Flexible tailormade approach and services  
to fit your organisations specific requirements*



# Recruitment **Process** Outsourcing

RPO is not just about outsourcing but about **Partnership** over a defined timescale.

European Search Company partner with our clients to produce a personalised resourcing solution, with the objective of finding the right talent to take their company to the next level.

- ✓ We become your recruitment team for a defined period, usually for a yearly recurring contract.
- ✓ We tailor a professional recruitment process for your organisation
- ✓ Job task and hiring requirements are refined giving your clarity on your hiring needs.
- ✓ Train hiring managers on best practice, leaving a legacy of hiring success.
- ✓ Working with senior management to plan resourcing requirements ahead of time.
- ✓ Undertake all the screening and first interviews, saving your hiring managers valuable time.
- ✓ Cost are built around a monthly retainer allowing better forecasting and usually savings due to reduced reliance on outside agencies.
- ✓ Quality of hire rises hiring candidates who then go on to perform



# Why RPO?

Given today's economic environment, greater operational cost efficiency is an organizational imperative. The recent recession has driven a significant change in hiring demand and requirements for most businesses, causing companies to reevaluate their recruitment process and cost structure.

RPO reduce costs while adding business value

- ✓ Cost Reduction Through Shared Risk
- ✓ Faster Time to Hire
- ✓ Streamlined Recruitment Processes
- ✓ Scalable solution due to hiring needs
- ✓ Senior Staffing consultants on site at all times
- ✓ Global database of thousands of screened, especially skilled professionals and sourcing channels that significantly increases your talent pipeline.
- ✓ Access to a greater amount of recruiting and screening professionals than you can carry on your own staff, who can scale their volume of work with the requisition load



# The RPO Model

- ✓ Onsite Senior recruiter(S) present on site due to needs
- ✓ Back office and professional research resources available
- ✓ Professional ATS to handle all recruitments – no license cost for company
- ✓ Professional Assessment tools – No license cost for the company
- ✓ Global candidate database – talent pool
- ✓ External research resources available – LinkedIn, Xing, Google+, Facebook
- ✓ No sick leave, No vacation, No poor performance
- ✓ Scalable solution due to exact needs



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**Get in touch and let us make you a tailor  
made offer**



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