

# Recruitment Services

# Recruitment Process

# Outsourcing (RPO)

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# 1. Executive summary

## Introduction

Competing for the most experience and qualified candidates in today's employment marketplace poses significant challenges. When business requirements call for multiple hires within a tight timeframe, these challenges cause increased costs and hinder your ability to meet business objectives.

## A Proven Solution

Deloitte Project-Based Recruitment Solutions offer an outsourced approach to optimise your talent acquisition, to manage multiple hires within a specific timeframe. Our consultants use our proven methodology to deliver seamless, workflow-driven talent acquisition strategies that can help you secure the right talent, quickly and effectively. Before engagement, our consultants will work with you to fully understand your requirements, understand the business culture and develop a customised strategy for identifying, attracting and retaining talent.

Once the project is under way, our team follows a tightly integrated process and timeline to deliver multiple hires without sacrificing quality or efficiency. Our proven processes for candidate care, screening and evaluation ensure that you reach the right people to meet the needs of your business.

## RPO Summary

Deloitte Recruitment Process Outsourcing (RPO's) act as a company's internal recruitment function for a portion, or all of the requirement. Deloitte manage the entire recruiting/hiring process from job profiling through the on-boarding of new employees. A properly managed RPO will improve a company's route to market (contingency, high volume & search) company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost and improve compliance.

This offering is designed for organisations with significant and consistent hiring needs. Deloitte parachute in an individual (or team) onsite. With experience gained, they have the ability and experience to completely integrate into your organisation, understand your company culture, and develop lasting relationships with both hiring managers and candidates, in line with the agreed project plan and time lines.

This is most appropriate for a business going through start-up, relocation or period of expansion.

# 2. Service line – Overview (1)

## Recruitment Optimisation

Deloitte In-House Recruitment Optimisation model is designed to address the pressure that HR departments are under to reduce their cost-per-hire when embarking upon volume recruitment drives.

Our service empowers customers to significantly increase their direct candidate pipeline. Customers can take advantage of our expertise to improve candidate response, decrease time-to-hire and manage specific hiring projects from internal resources.

### Our Service Includes:

- Online and offline advertising, along with professional networking;
- Preparation of profile specifications and advert writing;
- Develop and manage relationships with management, in relation to culture, requirement, and structural mapping;
- CV administration and screening of candidate applications;
- Candidate initial screening;
- Internal networking and submitting to HR/or Line Managers;
- -In-country sourcing. Aimed at senior professionals;
- Development of clear staffing metrics unravelling the steps to success, leading to improved hiring practices.

### Benefits to the Employer

- Ability to hit the ground running;
- Access to global Deloitte network;
- Eliminates the need to advertise directly;
- Reduces advertising cost through global Deloitte agreements; (Monster, Linked In, SAON Group)
- Increased advertising attracts increased candidate response;
- Increases quality-of-hire by allowing HR focus on relevant candidates;
- Substantially reduces time-to-hire and cost-per-hire.

## 2. Service line – Overview (2)

### Recruitment Process Outsourcing

Your staff are a vital component of your businesses success. Unfortunately, too many businesses get caught up in the processes. Searching for suitable talent, sifting through CVs, responding to candidates, arranging interviews and checking references are all very necessary but time-consuming and costly exercises.

Deloitte Recruitment process Outsourcing (RPO) solutions reduce employers' recruitment costs with a flexible –pay-for-performancell model that deploys recruitment Euros more efficiently when undertaking volume recruitment projects. Deloitte RPO service provides customers with a dedicated on-site or off-site professional.



**This approach allows customers**

- Create a centralised and dedicated recruitment process for the business;
- Define a leading sourcing strategy including Marketing and networking;
- Flexibility when embarking on hiring projects;
- Reduce risk when managing volume and executive staffing initiatives;
- Remove administrative duties, including negotiation and contract formulation;
- Focus on HR business issues and strategic activities.



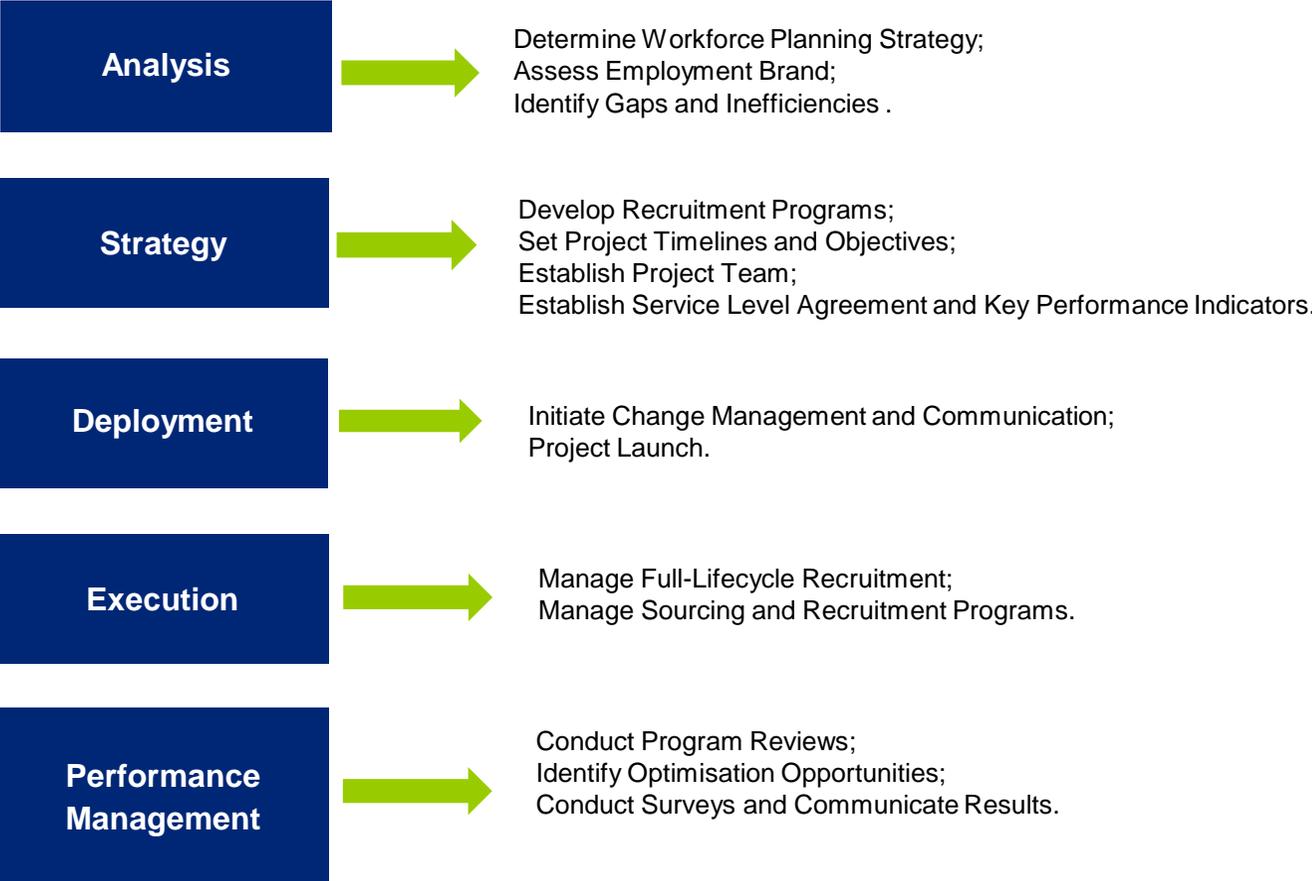
**Benefits to the Customer**

- Reduced cost-per-hire and time-to-hire;
- Enhance direct recruitment marketing; particular emphasis on web initiatives;
- Increased quality-of-hire;
- Acquire the best talent in competitive marketplace;
- Reduced attrition and improved retention rates;
- Flexible recruitment costs allow you to manage budget effectively.

# 3. Our methodology (1)

## A Strategic Approach for RPO Effectiveness and Business Impact

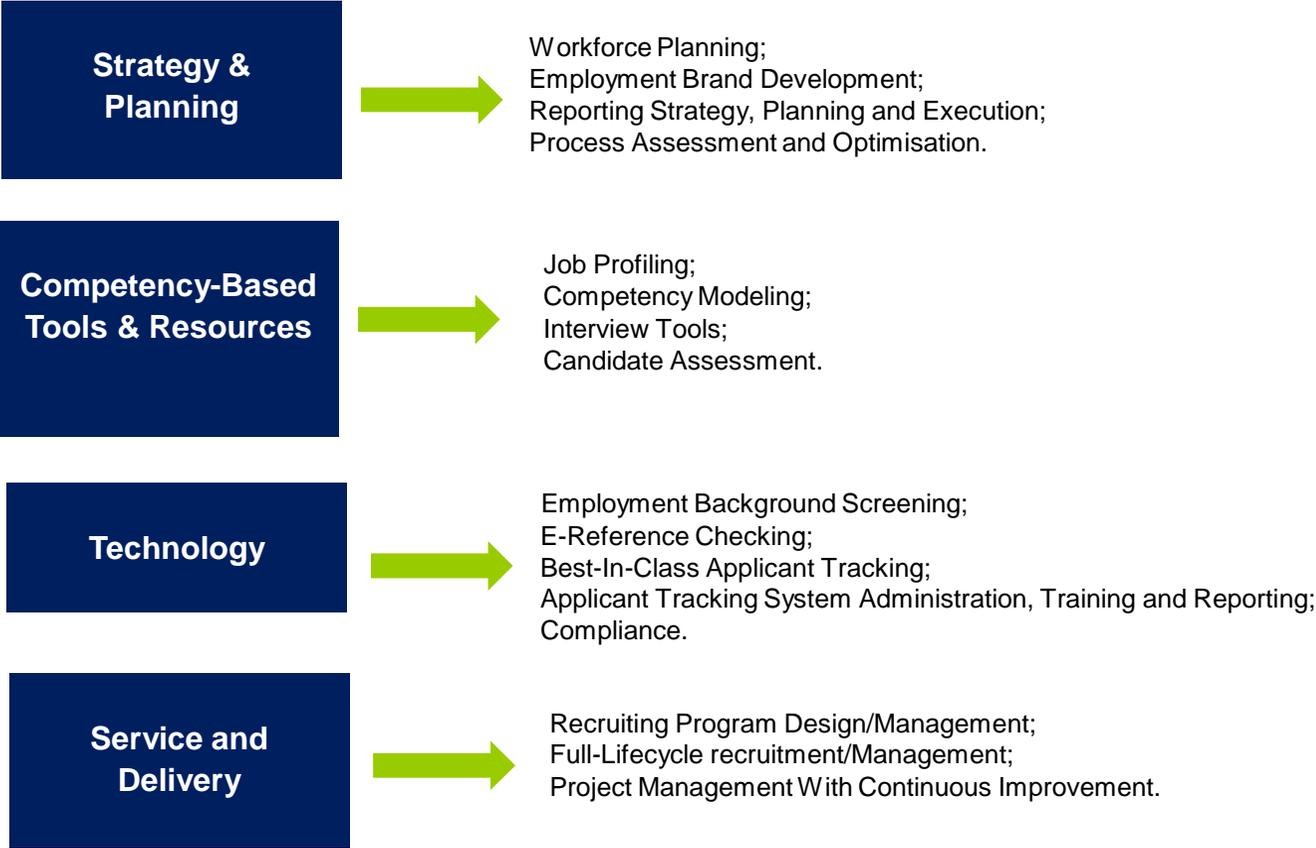
Whether you are addressing select recruitment needs or require a complete enterprise RPO solution, a strategic recruitment capability is essential in an RPO partner. Deloitte provides the strategic approach you need to achieve business impact, applying a best-practice engagement methodology that spans key areas of activity, including:



# 3. Our methodology (2)

## Deloitte Provides Full-Spectrum RPO Expertise and Resources

Under the backlog of administration, businesses often miss their best hiring opportunities – too occupied to see the employees from the endless applicants.



## 4. Meet the team



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Fiona leads the Executive Search & Selection practice, specialising in key senior level executive and non-executive hiring requirements. She has over 20 years' experience in recruitment and assessment across Europe and Asia within Financial Services, Telecommunications, Professional Services, Pharmaceutical, Manufacturing, and Technology & New Media.



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Valarie is a Director in Human Capital specialising in the Talent Performance and Reward service line. She is an experienced organisation and people development practitioner and specialises in assessing and developing organisation structures and processes and aligning Talent Strategies to support the business strategy.

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