

# THINGS SHOULD BE CONSIDER.

## When Hiring an RPO

At **Pracemo**, we believe all companies should outsource their hiring needs. Now, we may be a little biased considering we are an RPO ourselves, but it doesn't make our reasoning any less sound. We all have our own area of expertise, and therefore we should stick to doing what we do best. You know you want to hire the best RPO firm possible (us) to do your recruiting, but what should you be looking for?

**Centralized process:** Oftentimes, a company has multiple business divisions, each requiring several hires. In an RPO solution, the provider can serve to centralize the hiring process, adding uniformity and a holistic approach to sourcing for your company.

**Top quality talent to hire:** Generally, when you think of top quality talent, you think of the external talent your company is seeking to hire. But what about your internal recruiters and HR department? "Recruiting a recruiter" can be just as challenging as finding the right candidate for an open position. You want a top caliber recruiter—and what better way than to hire an existing recruiter to source your open positions?

**A Confidentiality Policy:** Many candidates won't work with recruitment firms that do not have a policy to keep their information and resume confidential. If you want your pick of the best candidates, you want to make sure your RPO has access to them. If your RPO doesn't have a confidentiality policy, you may be missing out on that purple squirrel you've been hoping to find.

**Candidate Assessments and State-of-the-Art Practices:** Does the RPO use assessments to qualify their candidates? Do they have their own assessment or do they use a standard one? Does the RPO use state of the art practices like recorded video interviews to save their clients time and money?

**Industry Expertise:** If you choose an RPO that specializes in your industry, not only will the recruiter have experience placing the position you need, but they will also be knowledgeable about the job itself and understand the role it plays within your company. A RPO with industry experience will be able to speak your lingo and can better understand what you're looking for

**Excellent Client Relationships:** Does the RPO go beyond just presenting you with qualified candidates? Sourcing is part of the job, but it's not the whole job. You want an RPO that will be your partner through the entire hiring process. From managing candidate expectations all the way to negotiating terms & securing a win-win scenario for both parties, they should be there every step of the way.

**Cost savings:** Does the RPO have a flat fee or percentage based model where they can increase fees based upon salary? RPO models vary a lot, and so does the fee structure. Whether you need to fill 10 positions a year or 100, you want an RPO with a pricing structure designed to make it both cost effective and easy to manage.

