

ResourceBank

# How selective RPO can support in-house recruiters

October 2018



# Who are we?



## Charlotte Todd-Smith

Aliaxis



WOLSELEY



## Service Development Manager

## Mahj Hussain



## Retail Account Director

# Historic RPO v In-house



SUNWALLS

Talent and HR Solutions

ResourceBank

# Supportive RPO



Talent and HR Solutions

ResourceBank

# Situations for supportive RPO >



# Types of "Emergency"



# Types of "Emergency"



# New Distribution centre

WOLSELEY

45 warehouse staff

2 months

- Sourcing & advertising
- Phone interviewing
- On-line testing
- Offer management

95% retention

£155k saving



# Types of "Emergency" >



Talent and HR Solutions

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# Relocation customer service



**25 CS professionals**

**2 months**

- Sourcing & advertising
- Phone interviewing
- Assessment day
- Offer management

**92% retention**


**£105k saving**

# Types of "Emergency" >




# Pick the services you want, when you need them

## Job Roles



Retail, Head Office, Engineering,  
Administration, Technical,  
Manufacturing, Distribution



Graduates Apprentices



Executive

## Talent Attraction



Sourcing



Advertising



Social



Jobboards



SEO / PPC




Events



Pipelining

## Recruitment Process




Careers Website



ATS



Assessment




Interviewing




Screening




Selection




Offer Management




Competitor Intelligence




Talent Mapping



Employer Branding



Employee Engagement



Onboarding

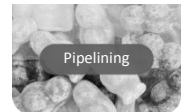
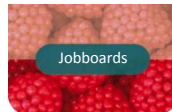
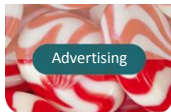
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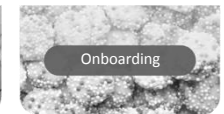
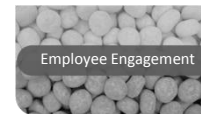
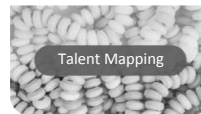
## Job Roles



## Talent Attraction



## Recruitment Process



# Pick the services you want, when you need them



## Job Roles

Job Roles

Graduates Apprentices

Sales

## Talent Attraction

Sourcing

Advertising

Social

Jobboards

SEO / PPC

Events

Pipelining

## Recruitment Process

Careers Website

ATS

Assessment

Interviewing

Screening

Selection

Offer Management

Competitor Intelligence

Talent Mapping

Employer Branding

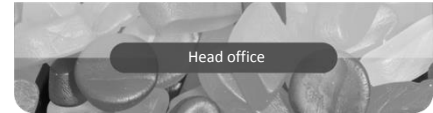
Employee Engagement

Onboarding

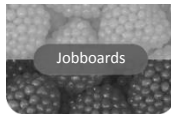
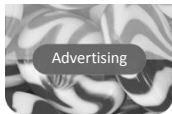
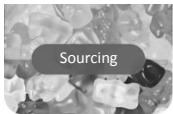
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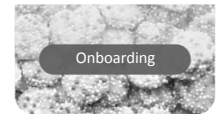
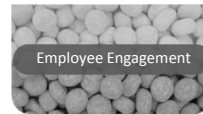
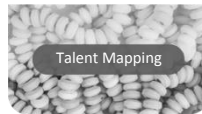
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## Talent Attraction



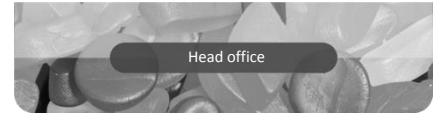
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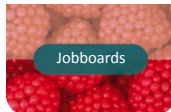
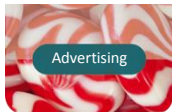
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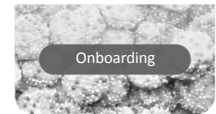
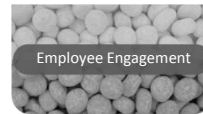
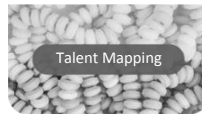
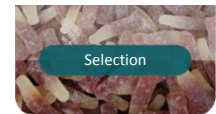
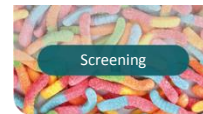
## Job Roles



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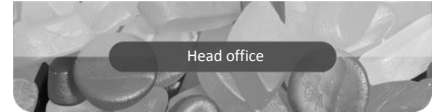




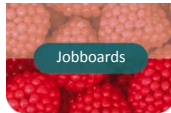
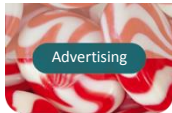
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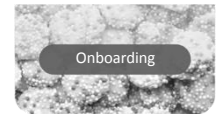
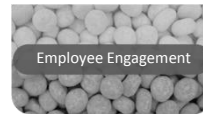
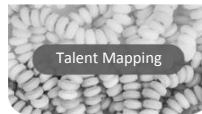
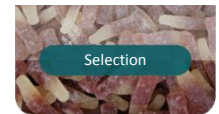
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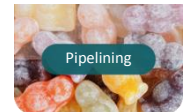
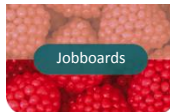
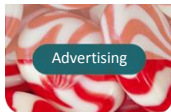
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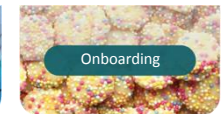
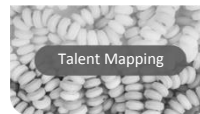
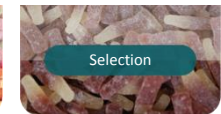
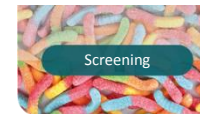
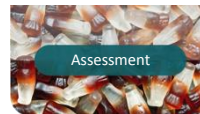
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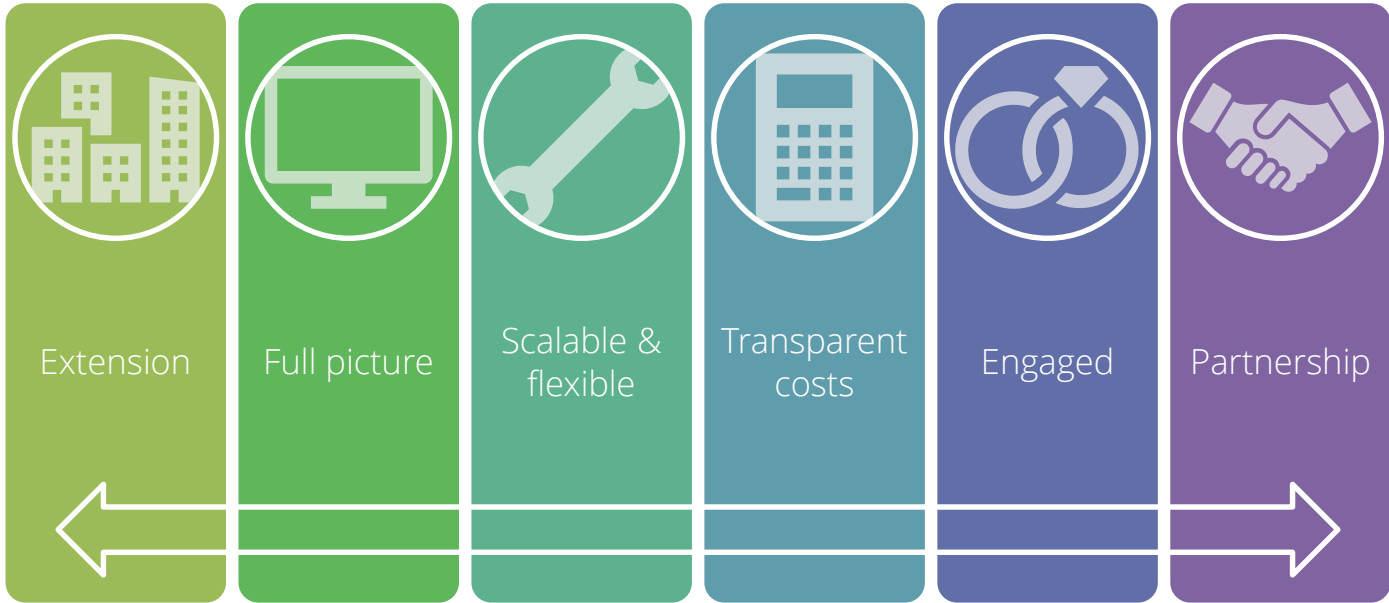
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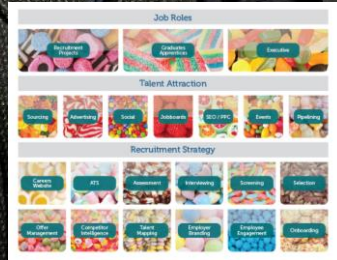
# 6 tips for Effective outsourcing



Talent and HR Solutions

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# Lets talk – 01952 281900



Stand #39