

# Checklist: 10 qualities to look for in a great RPO partner

## A great RPO partner:

### Focuses on **quality of hire**

Understands that quality of hire is critical to competitive advantage, and can bring the track record, processes, tools and training to attract and select the very best talent for your organisation.



### Knows how to build and communicate your **employer brand**

Brings a track record of helping companies build their employer brand, with the tools and techniques to communicate your employee value proposition during the recruitment process.



### Builds **sourcing strategies** and **talent pools** that reduce time to fill for business critical positions

Experienced at identifying business-critical roles and building sourcing strategies and talent pools for these roles ahead of vacancies arising, enabling them to call upon top talent quickly when a role becomes available.



### Demonstrates **flexibility** and **scalability** in the services they offer

Able to provide several solutions for scaling the talent acquisition function up and down to minimise cost and risk as your hiring volumes vary throughout the year, as well as providing flexibility in the range of services offered.



### Reduces your **recruitment costs**

Can demonstrate a clear path to delivering significant cost savings, through implementing innovative direct sourcing and talent pooling strategies, consolidating use of third party agencies, streamlining processes and reducing reliance on jobs boards. By increasing quality of hire, they will also reduce cost of employee turnover.



### Knows how to use **technology** and **data insights** to drive business improvements

Able to bring market-leading technology and reporting expertise to produce comprehensive dashboard reporting and useful market intelligence to drive continuous improvement and better business decisions.



### **Customises** the solution to fit your needs

Able to customise the RPO solution to the unique needs of your organisation, rather than only providing a one-size-fits-all model.



### Makes **compliance** a non negotiable

Ensures policies and processes are documented and adhered to consistently, and recruitment systems are updated with accurate information, to maximise compliance and data integrity while minimising risks.



### Can provide additional **talent management** services

Able to advise you on best practice psychometric and behavioural assessment practices and tools, the latest trends in graduate/intern recruitment and strategies for identifying, engaging and developing your high-potential talent.



### Understands your **market**

Whether you need a RPO solution for a single country or a global solution across multiple countries, your partner should understand the nuances of that location and be able to advise you of the regulatory environment and most effective sourcing channels.



To find the RPO solution that's the best fit for your organisation, **contact Hudson RPO today.**

[hudson.sg/rpo](https://hudson.sg/rpo)

