

HUDSON RPO

Navigating RPO success: 4 signs your partnership is on the right track

RPO partnerships, when built and nurtured in the right way, can bring myriad and far-reaching benefits. We have identified four signs to watch for so you can be confident your partnership is on the right track.



1 Success metrics have been defined

A quality RPO partner will collaborate with you to understand the end goal and take the time to define what success looks like for your organization. These success metrics should align with your broader talent acquisition and business strategies. Whether your focus is creating more agility and scalability, reducing time-to-fill, lowering recruitment costs, or improving candidate quality, defining these goals provides a roadmap for your RPO journey and is a tell-tale sign of a healthy partnership.

2 Measuring success occurs frequently

When evaluating the effectiveness of your RPO partnership, it's essential to identify key metrics that can serve as strong signals of success. These metrics often include indicators such as time-to-fill, cost per hire, quality of hire, candidate experience, hiring manager satisfaction, and diversity and inclusion outcomes. However, while these metrics hold significance, they may not represent the entirety of your RPO success story. The most valuable KPIs for your organization might be unique and tailored to your specific objectives. An RPO partner that collaborates closely to identify these key metrics, ensures that you are continuously measuring the factors that genuinely reflect the success of your partnership.

3 Results go beyond the data

Another sign to look for is an RPO partner who prioritizes building a transparent partnership with you, regularly sharing their progress and opportunities for improvement. While data is key, it's important that you, and your RPO partner, look beyond it as well. What anecdotal evidence exists from your team? Are they experiencing improved workloads and processes? Have they noted increased ease in hiring and better-quality candidates? These are important signs that your RPO partnership is making a positive impact.



4 Continuous improvement is a priority

A successful RPO partnership isn't just about reaching predefined goals; it's about adapting to the ever-evolving requirements of the recruitment landscape. It's important to collaborate with your RPO provider and identify areas for improvement and innovation together. Regularly revisit your objectives and adjust your metrics as your organization's needs evolve. Are there new goals or challenges that have emerged over time? How effectively is your RPO partner adapting to these shifts? Look for the signs that demonstrate your RPO partner is always looking for their next opportunity to improve and evolve the RPO solution and service.

Find out more

If you're eager to explore how an RPO solution could work for your organization or if you have any questions about how RPO can transform your talent acquisition process, don't hesitate to get in touch with our team of Experts.