

HUDSON RPO

Selecting an RPO Partner:

Balancing Cost with Quality



When considering a Recruitment Process Outsourcing (RPO) partnership, achieving the right balance between cost and quality is crucial. RPO providers vary in their approaches, with some prioritizing cost savings and others emphasizing quality outcomes. Striking a balance between these two aspects is essential for a successful partnership and in achieving exceptional recruitment outcomes.

To guide you in making an informed decision, we have outlined the key considerations to keep in mind:



Understand your business needs 1

- **Identify objectives:** Clearly define your business goals, talent, and recruitment objectives.
- **Assess pain points:** Recognize areas where your internal team needs support, such as high-volume hiring, specialized roles, or employer branding.

Focus on quality and cultural fit 2

- **Collaboration style:** Conduct working sessions to gauge cultural compatibility and collaboration effectiveness.
- **Performance metrics:** Check the provider's ability to deliver on KPIs and improve recruitment metrics like time-to-hire and candidate quality.
- **Assess strategic longevity:** Ensure the RPO partner can operate with the future in mind; considering a long-term partnership that allows for evolving needs and scalability.

Assess vendor expertise

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- **Experience:** Look for partners with proven success in your industry and similar business environments.
- **Technology and innovation:** Ensure the RPO partner leverages advanced recruitment technology and innovative practices.

Evaluate pricing models

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- **Management fee:** A fixed annual fee paid monthly, suitable for consistent recruitment needs.
- **Variable placement fee:** Charged per successful hire, offering flexibility for fluctuating recruitment volumes.
- **Hybrid fee:** Combines fixed and variable fees, providing a balanced approach.

Ensure effective management and reporting

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- **Leadership oversight:** Allocate resources for ongoing management of the RPO relationship.
- **Regular reporting:** Utilize detailed reports from the RPO partner to track performance, identify areas for improvement, and make data-driven decisions.



Choose the right RPO partner

Choosing the right RPO partner ensures cost efficiencies without compromising on quality. The right partner will help streamline your recruitment process, enhance candidate experience, and align with your long-term strategic goals.

Ready to find the perfect RPO partner? Speak with our Talent Experts today.