

Your quick guide to decoding RPO costs

Recruitment Process Outsourcing (RPO) offers a strategic approach to talent acquisition. Here's a quick guide to help you understand the costs and financial considerations involved.



When is an RPO solution cost-effective?

- **High agency fees:**
Ideal for businesses frequently paying high agency fees.
- **Fluctuating recruitment volumes:**
Suits teams with varying recruitment needs.
- **Lack of internal expertise:**
Beneficial when internal teams lack strategic expertise in areas like recruitment technology, employer branding, and candidate experience.

How do RPO pricing models work?

1. Management fee:

- Annual fee paid in 12 monthly instalments.
- Linked to the size and cost of the dedicated team and the annual number of placements.

2. Variable placement fee:

- Charged only for successful placements.
- Can be a flat fee or a percentage of the candidate's salary.
- Often split into 50% at requisition opening and 50% upon offer acceptance.

3. Hybrid fee:

- Combines fixed management fees and variable placement fees.
- Offers flexibility to meet unique organizational needs.

Managing financial and performance metrics

- **Leadership oversight:** Essential for maximizing the RPO partnership.
- **Resource allocation:** Dedicate time and resources to manage the RPO relationship.
- **Regular reporting:** Utilize insights from RPO partners to track investment impacts, identify improvements, and forecast needs.







Discover the Benefits of RPO

There's no one-size-fits-all in RPO. Each organization's needs are unique. For more detailed guidance, or if you have any questions, contact our team of Experts today.

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