



## Recruitment Process Outsourcing Competitive advantage in recruitment

With Ceridian RPO, you can give your business the competitive advantage that comes with streamlined processes, budget flexibility, and capacity scaled to demand.



# What is Recruitment Process Outsourcing?

RPO provides best-in-class process management supported by technology. By working with Ceridian, you can:

- optimise your sourcing channels,
- access meaningful, robust reporting,
- remove budget uncertainty,
- save time spent on administration,
- boost your brand in the marketplace
- improve your company's time to hire
- increase the quality of the candidate pool
- provide verifiable metrics
- reduce cost
- ensure regulatory compliance

Research has shown that companies with superior recruiting practices financially outperform those with less effective recruitment programmes. Ref. Aberdeen Group RPO Report, 2008

## The Bottom Line

By removing fixed costs from your business, you can directly impact your bottom line whilst ensuring that you get value from your recruitment spend.

And of course, by getting talented people to join your organisation Ceridian RPO will positively affect your business performance.

## How we do it

We enable you to concentrate on your talent strategies by providing the people, processes and technology that drive your end-to-end recruitment cycle.

We can reduce your time to hire, so you can access talent more quickly. We give you that competitive advantage through efficiency.

**Recruitment agencies typically charge between 15% and 30% of the first-year compensation, per position filled.**

(Source: IDC / Ceridian)

### Maximise candidate quality

Ceridian RPO gives you access to a wide range of candidate channels, including premium-fee options such as executive search.

### Free up time

Allow your HR team to be more strategic. By getting us to handle your recruitment process, you increase the capacity of your team to undertake activities that add value to your business.

### Boost your brand

Every year, you invest in your brand. So why not boost that investment and reinforce your brand with RPO? By giving every applicant a great experience, you can ensure that even unsuccessful candidates get a positive view of your organisation and those that are successful and become your employees join you as brand champions from day one.

### What next?

Call us today on **0800 733 337** and we'll discuss your options with you.

“ Outsourcing our recruitment process to Ceridian has allowed us to be more proactive with our recruitment strategy, which is very important in the market today. With Ceridian dedicated to sourcing and screening candidates, we have a better quality of candidate as well as a larger number to select from than we did prior to the partnership. ”

Debra Tivy  
Director, Human Resources  
AXA Pacific Insurance



Ceridian is a global business services organisation that offers a comprehensive range of innovative solutions. From human resources and benefits to work-life and health and productivity services, we help organisations maximise their human, financial and technology resources.

As a leader in HR outsourcing, gift cards and payroll, we're also the driving force in payment innovation. Whether we're partnering with you to improve employee productivity, save money or minimise financial risks, it's our business to help you stay focused on yours.



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