

# Designing your RPO Solution

a visual guide

Every RPO solution is configurable based on client needs. Building the solution must take into account specific volumes, timelines, geographies and languages, among other elements. This is a basis for considering how your RPO partnership should be constructed to accomplish the objectives you set forth.

## What challenges can RPOs help overcome?

While there are multiple reasons to leverage talent solution providers, RPOs specialize in being able to partner with organizations to solve their specific talent challenges. Falling under the general pain points of capability, optimization and capacity, reasons for engaging a provider run the gamut from global expansion projects and diversity programs to TA process improvements and HR technology implementation.

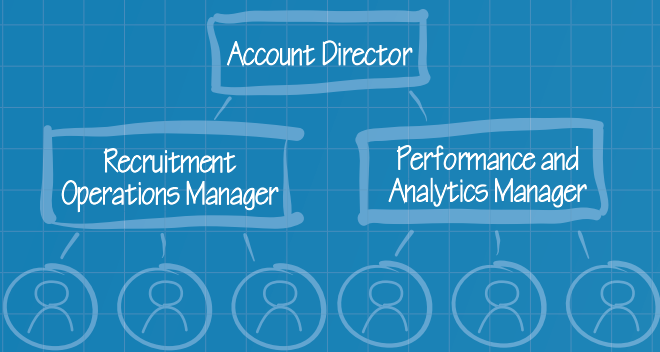
CAPABILITY

OPTIMIZATION

CAPACITY

## Who delivers the RPO solution?

Because RPO solutions are configurable, every solution involves different resources and specialties. Dedicated resources include account directors, recruitment operations managers and recruitment consultants. And scalable support includes talent coordinators, performance and analytics managers, and sourcers and screeners.



## Where are the resources located?

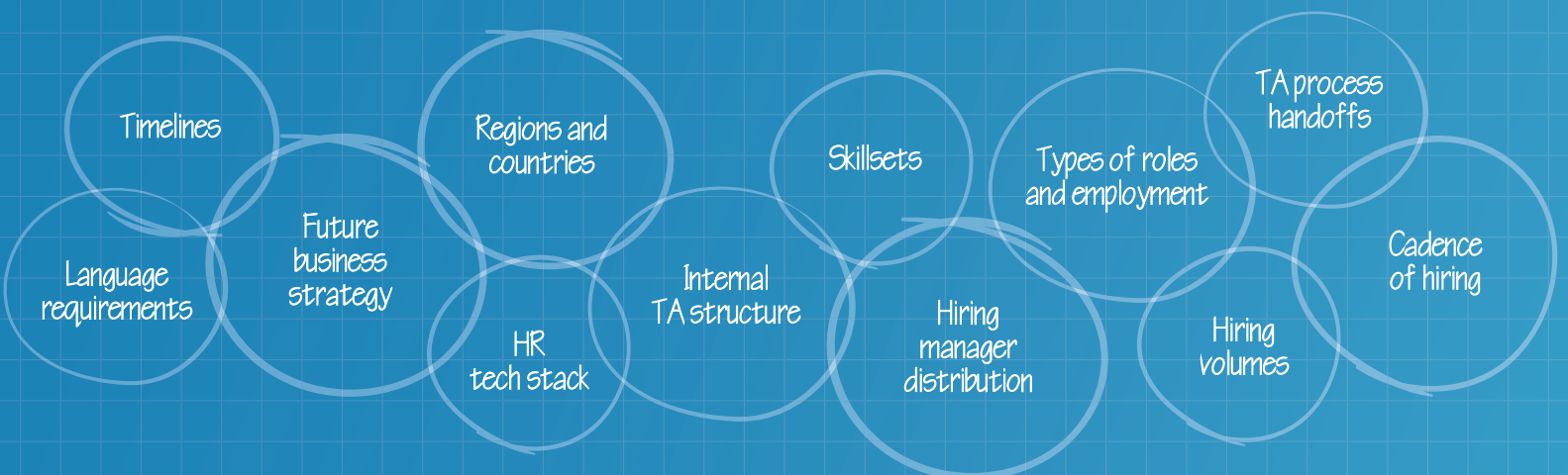
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The future of work is here – and it's virtual, globally connected and tech-enabled. RPO delivers support in this environment through its flexible talent solutions models. On-site and in-market support can be helpful for conducting in-person interviews or facilitating high-touch activities, however service center and virtual support provides the scalability most organizations are seeking.



## What factors impact an RPO model?

There are numerous considerations that go into designing an RPO solution. Every model is built specifically to accomplish the organization's goals. Factors to bring to the consultative conversation include:



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With a global presence spanning more than 65 countries and six continents, WilsonHCG provides a full suite of configurable talent services including recruitment process outsourcing (RPO), executive search, contingent talent solutions and technology advisory.