

SOLUTION PROFILE



RECRUITMENT PROCESS OUTSOURCING (RPO)

Even in difficult economic times, the war for talent continues as candidates flood the market, and your company must be extra selective in recruiting the right people. This involves more than filling the position; it requires the expertise to research, find and recruit top talent for your unique needs — whether it's a product rollout or a specific niche position.

Many organizations struggle with their corporate recruitment function because they either lack the right internal processes and expertise or they cannot balance headcount with the cyclical nature of business. By outsourcing to external recruitment professionals, organizations gain the flexibility and scalability they need while increasing the quality of candidates, lowering overall costs, and gaining internal process efficiencies. Bringing in recruitment professionals also lowers opportunity cost, allowing human resources and hiring managers to focus on other core functions in lieu of recruiting.

TAPFIN SOLUTION

For companies that want to outsource their recruitment function, TAPFIN provides recruitment process outsourcing (RPO) services as a managed solution. Our experienced recruitment professionals evaluate your company and how you currently recruit your workforce talent. We then recommend and implement process improvements that encompass industry best practices and legal compliance while complementing the way you do business. Our expertise spans the entire recruitment process lifecycle, from requisition management and sourcing to interviewing, on-boarding and performance metrics.

TAPFIN has built a knowledge bank of strategies, methodologies, and processes in the recruitment arena supported by forms, templates, and workflow process maps. Our RPO solution can be dropped in immediately. This provides your organization with the resources you need immediately, rather than allocating the time, resources, and cost for your HR department to build this expertise internally.

FAST FACTS

CLIENT BENEFITS

- > Cost savings achieved through process optimization and standardization
- > Access to pool of quality candidates and recruitment experts
- > Measurement and tracking of key recruitment performance metrics through full recruitment lifecycle management
- > Resource scalability and flexibility with end-to-end, project-based or on-demand RPO
- > Ability to focus on core business
- > Applicable employer branding opportunities

TAPFIN RPO

- > Technology tool-agnostic solution
- > Ranked a top RPO Mid-market and On-demand Leader by HRO Today 2009
- > Extensive expertise in change management and organizational adoption
- > Recruitment best practices based on ISO 9001:2008 certified Quality Management System
- > Supplier diversity initiatives in place



BENEFITS OF RECRUITMENT PROCESS OUTSOURCING

Outsourcing your recruitment function increases your insight and visibility into your current process, so you can better track the quality, cost, and performance of your recruitment. TAPFIN's continuous performance management also provides you with consistent benchmarks and metrics throughout the process, so you can accurately assess which areas can use improvement. Additionally, with TAPFIN RPO, your organization gains:

- > **Compliance Assurance** – At TAPFIN, we make it our top priority to stay current on the latest recruitment and HR laws, so you can be sure that your processes are compliant.
- > **Higher Quality Candidates** – Our recruitment professionals integrate seamlessly into your team to develop a better understanding of your company's unique needs. This high-touch approach combined with our expertise delivers a higher caliber of candidates that fit both your position and your culture.
- > **Resource Scalability** – TAPFIN RPO gives you the ability to quickly scale your recruitment team up or down in response to your organization's hiring needs — without ever changing your internal headcount.
- > **Resource Flexibility** – TAPFIN lets you easily bring in recruitment professionals as you need them — whether you need end-to-end full recruitment lifecycle support, limited project-based support or temporary but immediate on-demand support.
- > **Key Performance Metrics** – Our recruitment professionals diligently track and measure your recruitment metrics to ensure that we're delivering the best results possible. We continuously present performance reports, identify potential bottlenecks, and propose ways to make improvements.
- > **Process Optimization** – TAPFIN starts each engagement with an assessment of your recruitment process, so in addition to fulfilling your hiring needs, we can also work to implement process improvements and industry best practices that will increase your visibility.
- > **Ability to Focus on Core Business** – By outsourcing your recruitment process, your HR team and hiring managers can leave recruitment details to our professionals so they can concentrate on their core business initiatives.

ABOUT TAPFIN

- > First to offer an integrated solution for acquisition, management and optimization of human capital and contracted services
- > Customized services to meet the unique needs of clients in industries ranging from technology and financial services, to life sciences and telecommunications
- > One of the largest, most financially stable providers of resource management services in the industry
- > A history of process and technology innovation since the inception of resource management process outsourcing
- > The only provider to have achieved ISO 9001:2008 quality management system certification
- > Publicly-traded parent company (NASDAQ: CITP)
- > Billions in managed spend under contract
- > Over 65 programs active today
- > 16 Fortune 500 programs
- > Over 4,100 supplier contracts negotiated

MEMBER
MSP / VMS
Standards Board
HUMAN CAPITAL INSTITUTE

©TAPFIN. ALL RIGHTS RESERVED. TAPFIN is an EEO/AA Employer.

