

# RPO buyer checklist

In a crowded market, how can you choose an RPO solution that will meet your needs? Begin by asking RPO providers the following questions when assessing best-fit options for your organization.

## How does the RPO solution...

- |  |   |
|--|---|
| <input type="checkbox"/> Analyse our status quo and develop a clear plan to bring our TA to the leading edge?  | <input type="checkbox"/> Support decision-making with trusted data insights and transparency?             |
| <input type="checkbox"/> Build and run an international solution that is truly seamless while taking local nuances into account?   | <input type="checkbox"/> Enhance the candidate experience?  |
| <input type="checkbox"/> Professionalize and improve every step of the hiring process?   | <input type="checkbox"/> Adapt to different roles and candidates (or is it a one-size-fits-all solution)? |
| <input type="checkbox"/> Create strategic value? Does it leverage market insights, constant innovation, client training, new technology, structured continuous improvement, and expert advisory? | <input type="checkbox"/> Balance scalable automation and technological efficiency with the human touch?   |
| <input type="checkbox"/> Help us know what a good hire looks like?   | <input type="checkbox"/> Simplify the application process?  |
| <input type="checkbox"/> Provide access to niche talent?   | <input type="checkbox"/> Ensure frequent and high-quality candidate communication?                        |
| <input type="checkbox"/> Boost flexibility and scalability?  | <input type="checkbox"/> Incorporate and demonstrate my organization's values?                            |
| <input type="checkbox"/> Reduce the risks involved in high-speed, high-volume recruitment while ensuring quality of hire?  | <input type="checkbox"/> Level the candidate playing field to improve DE&I?                               |
| <input type="checkbox"/> Align with my organization's culture?   | <input type="checkbox"/> Provide affordable access to an advanced recruitment technology stack?           |
| <input type="checkbox"/> Ensure industry compliance and due diligence?   | <input type="checkbox"/> Assure we continuously improve and innovate to get and stay leading edge?        |