

TACTICAL RPO – FLEXIBLE, COST EFFECTIVE AND AT YOUR SPEED

Do you need to recruit in-volume at short notice?

No long contracts, no large set-up fees, we offer; passion to hire quality talent, deep local and specialist expertise and the understanding of great candidate experience, all with your employer brand front of mind.

We deliver the talent you need – when you need it.

We do what we promise by combining creative thinking and a nimble yet disciplined approach to move your organisation forward whilst taking on those extra tasks. Which means you won't need to increase the permanent recruiter headcount in your organisation or be involved in long procurement processes.

Tactical RPO models help solve problems as they happen, using our supply management skills to adapt to the changing needs of your business.

We are a flexible partner for small contracts when you are looking to get the best people into your organisation quickly or for managing selective elements of your recruiting process.

And, if you don't have the right tech now, our infrastructure is already set up and can be accessed effectively and hassle-free.

We are always adapting and developing to keep ahead. We learn from and evolve the way we work and are assured by our tech and hiring solutions to bring the very best results to you.



How can Tactical RPO help you?

1. Flexible to your needs, we are able to design and build solutions from the ground up to meet your specific requirements.
2. We are cost effective based on the staffing expenditure and resource required for the objectives you have.
3. We're always focused on delivery by working seamlessly alongside your existing TA team to deliver against existing processes - or by providing external best practice to remodel and streamline systems.
4. Our ready-to-go infrastructure will be modified to your needs using next generation tools for the next generation of talent.
5. We provide manageable contracts to suit your time scale and personalised strategies
6. You will have a specialist team with industry knowledge to solve problems as they happen, adapting with the changing needs of your business.

Who uses Tactical RPO?

Our tactical RPO service is used by companies who require fast support over the next 6 months. This may be due to COVID re-hires, organisational growth, a spike in specialist hiring or new companies looking to expand fast.

A Tactical RPO solution:

Transport for Wales (TFW) were keen to engage a single recruitment partner who could provide a technology solution, expert resourcing services and expertise.

They required help not only go to market but to engage and leverage their brand, whilst they built from a small entity into a larger organisation. Their objective was to hire roles from apprentices and graduates to directors with every level in between.

We built the workforce up from just nine employees to over 140 and growing, most of which are permanent with some temporary staff and contractors.

For more information contact your client services director or Robert.Peasnell@Peoplescout.co.uk

Our results speak for themselves:

- 95% offer fulfilment across all levels of roles
- Rapid candidate identification and hiring for specialist roles
- 92% of candidates were delighted with their hiring experience.
- Reduction in time on recruitment by hiring managers
- Talent pools created for future hiring
- A developed and refined future-proof recruitment strategy

"PeopleScout have been excellent in the delivery of the recruitment services into Transport for Wales. They are transparent, hardworking and qualitatively focused. All the team have been dedicated to our growth ambition and have represented our brand well to external candidates. I am delighted to work with the whole team as we share our continued success with our partners."

Lisa Yates, Director of People and Organisational Development
– Transport for Wales