



6 BENEFITS OF RPO: **UNLEASHING TALENT ACQUISITION POTENTIAL** ↗

Transform, Scale, and Elevate Your
End-to-End Talent Process with
Recruitment Process Outsourcing.





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Economic volatility. Evolving talent priorities. Rapidly emerging AI. No wonder the past few years have felt like a rollercoaster for recruitment.

And, as the ride doesn't appear to be slowing down just yet, it will come as no surprise that reducing hiring costs and increasing risk control are top priorities for HR, talent acquisition (TA), and procurement leaders. These priorities, however, can seemingly conflict with aspirations of hiring the best talent, optimizing every experience, and getting the most out of TA technology. With investments in recruitment being scrutinized, companies are left with the daunting prospect of cutting costs without negatively impacting hiring performance.

Not only can **Recruitment Process Outsourcing** (RPO) transform recruitment cost control and achieve substantial efficiencies and savings, but the right talent partner will elevate your TA maturity for immediate and long-term impact. Whether you need a total talent partner or seek to plug specific recruitment gaps, read on to explore six key benefits of adopting an RPO solution.





01

SEAMLESS SCALING UP AND DOWN

Fast-changing demand for new hires can force firms into a constant cycle of raising and reducing head count within their TA teams. Organizations without sufficient internal resources see their spend increase on agency recruitment fees or find themselves unable to acquire sufficient skilled talent to meet business needs.

From a cost and delivery perspective, this way of operating is not sustainable for talent acquisition teams or justifiable to the finance function. A regular churn of in-house recruiters can also be damaging to the employers brand and reputation.

An RPO solution enables you to remove significant internal fixed costs from the balance sheet. In close partnership, you design a model exactly tailored to your needs, tightly monitored via a reporting suite, and measured against the KPIs and SLAs that fit your business needs. You get to lower your head count, yet the RPO team will still be an integrated extension of your internal function that you can scale up or down at short notice.

In fact, your organization assumes far more control from a cost and risk perspective and gains agility and scalability without the need to add, or reduce, corporate head count. With focused attention on your biggest priorities, you can deliver business impact where it's needed most in your recruitment process. Partnering with Korn Ferry to outsource your recruitment processes takes away the challenges and extra costs of staffing your internal recruitment team.

Our highly scalable model enhances the flexibility and agility your organization needs to meet fluctuations in hiring volumes, enabling you to solve complex challenges with simple solutions and help your team become more effective and more efficient. Our **flexible recruitment services** allow you to test the waters, scale quickly, or bridge specific gaps in your recruitment strategy. From sourcing and screening to internal mobility and staff augmentation, our full range of services helps you achieve elevated recruitment outcomes, higher-quality talent, and improved ROI.



02

BETTER- INFORMED HIRING DECISIONS



In a Korn Ferry poll, **86%** of HR professionals said they did not know the total annual cost of acquiring talent for their organization.

A common concern for employers is that hiring costs need to be tightly controlled—but there is little clarity on what the true costs are. Without access to relevant data, it is a thankless task to understand and reduce spend.

As your strategic talent partner, Korn Ferry's RPO team will work with your talent and finance leaders to establish an accurate picture of current costs and set realistic aspirations for recruitment cost savings and optimization. We have the expertise, methodology, and tools to get to the bottom of your numbers, understand your specific needs, and make TA costs transparent and visible.

Moreover, when you engage an RPO partner, in most cases, there will be a signed agreement on cost-per-hire for the duration of the contract. Hiring costs will not rise suddenly or be impacted by market forces (which is an ever-present risk for in-house teams). Instead, your partner will commit to meeting an SLA and delivering measurable results evidenced by regular reporting on KPIs.

The transparency of costs in Korn Ferry's RPO model gives you clear visibility of your spend—while the performance data enables you to quantify the financial impact and ROI. Powered by **Korn Ferry Nimble Recruit**, we provide you with talent analytics and AI-powered, data-driven insights to make better talent decisions. Budgets can be changed or reinvested based on outcomes, not inputs. You are in control of what you spend.

The flow of unique, actionable talent insights that we offer helps you to make faster, more informed decisions at each stage, from sourcing and assessing to securing talent. **The impact is real: on average, we have reduced time-to-hire by 35% across our global client base**

Through unmatched data insights, Nimble Recruit, and expert consulting, we empower TA teams to unleash the potential of their organization, **increase EBITDA by as much as 16%, and boost performance among their teams by 40%.**





03

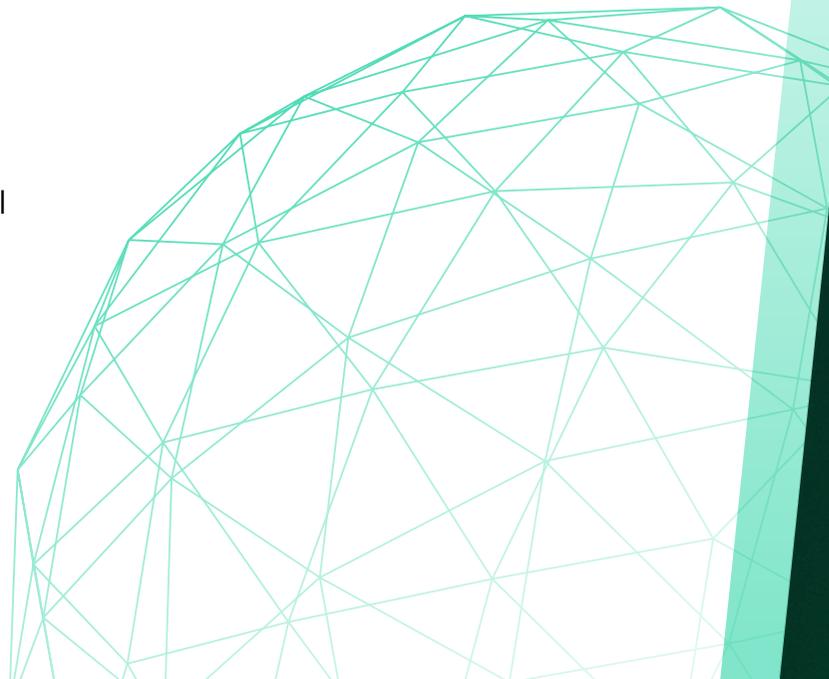
SIMPLE SOLUTIONS FOR COMPLEX CHALLENGES

By analyzing your current recruitment process and seeing what can be done better, we can help you plug gaps and manage change more effectively. Standardizing and optimizing the talent acquisition model is one of the most impactful ways to drive cost efficiencies for complex, multi-site operations, especially if hiring practices vary by location or function.

We help make the complex simple to manage. RPO can provide significant benefits through consolidation, economies of scale, and consistent processes—without sacrificing your local presence and expertise. Best-of-breed technology platforms and consistent processes will create a solid framework to underpin the fundamentals of talent acquisition, yet there must be room to flex to different job families and local markets. Hiring hourly paid manufacturing operatives in the U.S. is very different from recruiting executives and leaders. Recruiting tech specialists in India is very different from hiring them in the UK. At Korn Ferry, we understand the nuances that make a big difference in hiring the best talent. Not only do we have regional industry expertise and advisory consultants who have deep local knowledge, but our recruiters are based in-country, working side-by-side with you on the ground. Our global reach saves you money by removing the need to hire separate regional agency support.

Korn Ferry's global footprint across 50+ countries means we can leverage our talent insights to help you find the best-fit, diverse talent hidden within your region and within your own organization, supporting efficient external hiring as well as internal mobility. In fact,

short lists in countries where roles are hard to fill are developed up to 30% faster with Korn Ferry's RPO technology than via traditional methods.



04

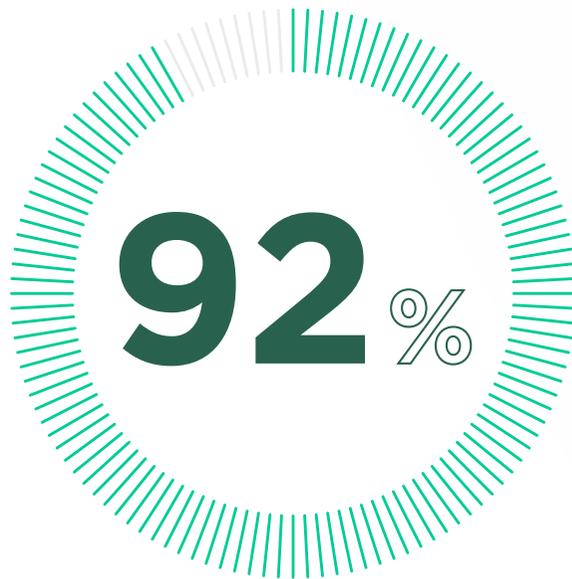
ELEVATE EVERY STAKEHOLDER'S EXPERIENCE

A great RPO solution will enhance the candidate experience and maintain engagement by prioritizing personalized and prompt communication, streamlining the application process, enhancing the interview experience, and focusing on DE&I—ensuring every candidate feels valued and respected throughout their journey.

But it's not just about the candidate. Creating an efficient process and elevated experience is equally essential for empowering hiring managers and recruiters to make better-informed decisions swiftly and effectively.



By integrating AI, automation, and analytics with your existing recruitment technology, your RPO solution should equip recruiters with the right data, insights, and end-to-end visibility. Best-in-class RPO will automate marketing and other manual tasks so your team can focus on strategic and people-facing activities, cut down sourcing and screening time, and match candidates faster.



Among the average KPIs achieved across our client base globally, Korn Ferry achieved 92% for hiring manager and candidate satisfaction.

Our solution, powered by Nimble Recruit, **increases candidate volume by 50%** **and decreases time-to-interview by 66%**. In short, we have created a fully connected recruitment experience to ensure across-the-board positivity and satisfaction.

05

TURN YOUR TALENT ACQUISITION TECHNOLOGY INTO A GAME CHANGER

The task of simplifying, augmenting, and optimizing technology in your recruitment process can feel daunting. Should you work with the stack you have, or integrate new tech to maximize the outcomes of your investment? How do you identify the best tech for your needs?

Keep in mind the difference between immediate and ongoing value when investing in RPO technology.

Look for a partner that will not only provide the best fit-for-purpose solution but help you optimize it and achieve maximum ROI on an ongoing basis. They should continually seek marginal gains and enhancements to help meet your KPIs.

Looking beyond the platform itself, be sure to assess potential RPO partners for their technical knowledge and expertise. Look for experts who can provide an objective view on what will and won't work for your business. Ideally, your RPO partner will advise, guide, and challenge where required, with a laser focus on delivering ROI—thereby building cost-optimization into your new talent acquisition model.

Top providers will analyze and advise you on the right tech from a range of tech providers. When you want to leverage the tech you already have, they should be able to support you in maximizing its full potential. This usually includes change management support to make sure your TA technology solutions are launched and used correctly.

Nimble Recruit brings together the best third-party tools and Korn Ferry's own technology and IP.

OUR SOLUTION:

- Uses data-driven tools that are four times faster than manually sourcing, screening, and assessing candidates
- Combines employee data and market data to find and secure talent more effectively
- Automates time-consuming processes, including candidate communication
- Helps you create a fully connected talent journey

Crucially, Nimble Recruit impacts the metrics that matter, such as:

INCREASING
CANDIDATE
VOLUME BY 50%

50%

DECREASING TIME-
TO-INTERVIEW BY
66%.

66%

Partnering with Korn Ferry means you can cut through the noise of an overwhelming tech market and simplify your tech stack for optimum results—today and tomorrow.

06

TRANSFORM AND ELEVATE YOUR TA FUNCTION

A further advantage of implementing an RPO solution is that it makes the process of transformation smoother, moving at a speed you feel comfortable with. You may currently be planning improvements for your in-house teams. But it is rarely straightforward to drive change across non-centralized, internal talent acquisition teams and forge connections with key business stakeholders, including talent management and HR. There will be competing viewpoints to reconcile, as well as structural hurdles to overcome.

Our clients lean on us for consultancy and execution through planning, activation and implementation, change management, onboarding, and beyond, ensuring that success continues steadily across the entire talent journey.

We have dedicated implementation teams; professional business consultants with a proven track record of driving change painlessly and swiftly within a TA function. Using smart project management procedures, methodology, and tools that have supported the most complex change efforts, they can deliver business impact—fast. We advise you on best practice strategies, leveraging our expertise and experience to make sure your transformation projects are set up for success.

Crucially, the right total talent partner will make change happen at the speed you want to travel, without losing the best of what your organization did before. Korn Ferry helps TA teams understand their current capabilities

and guides them in transforming the function to climb up the maturity ladder using our IP and models. Change is more likely to be embraced internally when it is led by expert partners who have on-the-ground experience with running TA functions through RPO.

We're in this to make talent acquisition better for everyone. With Korn Ferry, you get more than RPO. You get a total talent partner committed to analyzing your current recruitment process, seeing what can be done better, and helping you plug gaps to manage change more effectively so that you can unleash potential across your leaders, teams, and the entire organization.



CASE STUDY

SAVING USD 2.4 MILLION ACROSS 2,000 HIRES

Korn Ferry proved the impact of RPO through a new partnership with a global leader in Health, Nutrition, and Bioscience. Our client had complex volume and specialist recruitment needs—involving 2,000 annual roles across 30 countries in North America, Latin America, EMEA, and APAC.

We built an end-to-end RPO model featuring multiple process enhancements and a fresh approach to EVP, localized to each region. We put new sourcing, assessment, and reporting tools at the heart of talent acquisition. Over two years, our RPO has **reduced agency usage from 50%+ to 4%**, with the client **saving USD 2.4m** in the first year alone.



2,000

Annual hires across



30

countries in North America, Latin America, EMEA, and APAC



2.4M

USD annual savings to the client



FIND OUT MORE

With Korn Ferry, you get more than RPO. you get a total talent partner who elevates your TA maturity for immediate and long-term impact. Learn how to optimize costs, improve your talent acquisition processes, and minimize hiring risk in our fact sheet [here](#).

Contact us for more information.



Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Our 11,000 experts in more than 50 countries deliver on five core areas: Organization Strategy, Assessment & Succession, Talent Acquisition, Leadership & Professional Development, and Total Rewards.

Business advisors.
Career makers.