

## Recruitment outsourcing – avoiding the pitfalls

Whether you are looking to outsource all or just a part of your recruitment, or you are considering changing your talent solution provider, it can be a daunting prospect and hard to know where to start. There are specific mistakes which in the best case can add delays to your purchase decision, and in the worst case can completely derail the whole process. Here are some helpful hints to save you time and effort from the get-go.

Five steps to help you find the right talent solutions partner

- 1) **Get the right people in early planning discussions**  
Not everyone has the same expectations of an outsourced recruitment solution and personal agendas can become insurmountable hurdles at a critical late stage in the purchasing process. If possible, ensure participants are decision makers so that agreements in the room are not taken away for validation.
- 2) **Thoroughly scope out what problems you want to fix**  
It is very easy to be distracted by shiny tech and impressive case studies, but they may be solving a very different set of challenges to the ones that led you to outsource. Get a view from a broad range of stakeholders who will use the service.
- 3) **Prioritise your requirements and decide what is essential**  
If the list is too long you will not only find it harder to make the right selection, but you will also create a substantial work effort from potential partners to bid for your opportunity.
- 4) **Strip out complexity that will make the process time-consuming without directly helping the decision-making.** The effort involved for providers to compete for your business should be balanced with the size and value of your opportunity or those you want most may choose not to bid.
- 5) **Do your homework – research the market and know are the best providers in meeting your specific requirements at the size and scope you anticipate.** Explore web content, engage with peer networks, – attend events for 1<sup>st</sup> hand insight and be clear on the important questions you want to ask.

When you find the right partnership, the collaboration offers mutual advantage and can significantly increase the quality and retention of your talent acquisition.

The Talent Solutions Power List is designed to isolate providers who are most aligned with your selection priorities, whether that is specific capabilities, geographical coverage, or cultural alignment. Simple filters within the search tool allow you to isolate the criteria which matters most to achieve a long list of the top-ranking providers offering the right combination for your needs.