

Recruitment process outsourcing (RPO)

Engaging talent
for your future



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Reed Talent Solutions is a leading provider of outsourced talent programmes, delivering agile, efficient and scalable workforce solutions, offering our clients unrivalled access to talent.

With 60 years' experience as a trusted talent partner, we bring in-depth sector knowledge and provide the market intelligence you need. Designing innovative and highly effective solutions to ensure you win back time and savings for your business.

Through our flexible, innovative and consultative service, we craft a recruitment process outsourcing (RPO) solution to revitalise your talent strategy. Our agile approach means we mobilise rapidly, taking responsibility for all or part of your permanent recruitment process. Our experts are fully committed to understanding and representing your business ethos too, aligning our service with your working practices and culture in order to attract the right talent.

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A woman with dark, curly hair is smiling broadly, wearing a purple blazer over a white top. She is reaching out towards the camera. The background is blurred, showing other people in a professional setting. There are decorative circular shapes in the corners: a pink one at the top and a light blue one at the bottom left.

Service excellence

We've built our reputation for service excellence by putting people at the heart of what we do.

We build trusted partnerships with both public and private sector clients and our account teams are always on hand to help you achieve your goals.

We have a consultative approach, taking the time to learn your business and use data insight to design the perfect RPO solution to support your permanent talent acquisition strategy.

Our RPO solutions are designed to lighten your workload and source the very best talent:



Efficiency

Effective process management and market leading time-to-hire results



Talent

Access professionals with the right skills and experience



Scalability

Rapidly scale up to meet fluctuating demands with our flexible teams of talent experts



Control

Gain visibility and control of your recruitment and supply chain



Attraction strategy

Boost your employee value proposition and talent attraction strategy



Compliance

Reduce risk through our 24/7 pre-employment vetting service



A solution for every challenge

Our RPO solutions are fully adaptable and scalable, offering you the most suitable talent acquisition model through three core service options:



Talent partner

A fully outsourced end-to-end permanent talent solution, which encompasses workforce planning, internal mobility, attraction and selection through to onboarding – all managed in one place.



Talent now

A rapid on demand talent solution designed for short term, project or seasonal recruitment campaigns.



Talent select

A modular solution allowing you to select the services, tools and technology you need to complement your existing resource and talent acquisition process.



Talent partner

The modern workforce is continually evolving and securing the right talent is key to business success.

Talent partner aligns with your workforce strategy to provide an efficient end-to-end workforce solution, effectively representing your employer brand whilst increasing quality and speed of hire.

As your talent partner, we take full ownership of the talent acquisition process. We blend our expertise with best in class technology to create a positive user experience and tailored process which delivers the right talent to you.

Our fully comprehensive programme includes talent planning, attraction and selection through to the employment screening and onboarding of your permanent workforce.

Talent partner delivers against all of your permanent talent needs, managing all sourcing channels on your behalf through a single strategic partner.

**An effective
end-to-end
workforce solution
managed on
your behalf**



Talent now

To remain competitive, businesses need to be agile and respond to change quickly.

Talent now supports your immediate talent requirements, from short-term permanent hire campaigns through to fluctuations in workforce demand or wider organisational transformation.

Our on demand service guarantees critical resource fast, managed by our talent experts providing access to the right technology, tools and expertise to meet your immediate needs.

The solution increases capacity and swiftly scales up resources without the time and cost associated with expanding your internal team.

Fast to deploy, talent now complements your existing recruitment process to deliver high quality talent at short notice.

**Talent,
technology and
expertise to meet
your immediate
workforce needs**



Talent select

Talent acquisition challenges can be unique and complex, so companies need bespoke solutions.

Talent select offers choice from a selection of permanent recruitment modules, allowing you to choose the specific components you need, when you need them.

This solution is fully flexible and designed to optimise and enhance your existing recruitment process. Even if your requirement is for a single module, we allow you to choose from a comprehensive list of services to cover the entire talent acquisition process.

Talent select enables you to access services and tools quickly and only pay for the resource used, ensuring you retain full control over your talent acquisition.

Modules:



Talent strategy

- Recruitment health check
- Talent acquisition strategy
- Employer value proposition branding
- Diversity and inclusion programme
- Internal mobility programme
- Retention programme
- Transition programme



Talent process

- Workforce planning
- Candidate attraction and engagement
- Talent pooling
- Evaluation and assessment
- Psychometric testing
- Assessment centre design
- Interview and selection
- Pre-employment screening
- Candidate onboarding
- Assignment management & offboarding (fixed-term contracts)



Leading technology

Technology evolves at a staggering rate. We continually invest in developing our systems to provide the optimum platform for our clients.

Deploying best in class technologies, from applicant tracking systems, artificial intelligence selection tools through to talent pooling applications and social media aggregators, we design a solution to maintain your competitive edge.

Our technology is user-friendly, so your experience is streamlined, stress-free and provides easy access to the data required to make the right workforce decisions.

Our solutions

- Managed services
- Recruitment process outsourcing (RPO)
- Staff banks
- Services procurement
- Statement of work
- Pre-employment screening
- Specialist sector recruitment

