



Recruitment Process Outsourcing (RPO)



SeerTech Systems
Blend of Technology and Talent



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AGENDA

About Our Company



SeerTech Systems

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SeerTech Systems is a company formed by a team of professionals from the IT industry. We are a technology specialist, promoted by industry professionals with a combined experience of 60+ man years in both IT services and staffing business.



Executive Summary



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RPO Summary


RPO is a form of business process outsourcing (BPO) where an employer transfers all or part of its recruitment processes to an external provider, essentially serving as an extension of the company's human resources department.”

A Proven Solution

SeerTech Systems Recruitment Solutions offer an outsourced approach to optimize your talent acquisition process, to manage multiple hires within a specific timeframe. Our consultants use our proven methodology to deliver seamless, workflow-driven talent acquisition strategies that can help you secure the right talent, quickly and effectively.

SeerTech Systems manage the entire recruiting/hiring process from job profiling through the on-boarding of new employees. A properly managed RPO will improve a company's route to market (contingency, high volume & search) company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost and improve compliance.

With SeerTech Systems highly experienced and talented professionals, they have the ability and experience to completely integrate into your organization, understand your company culture, and develop lasting relationships with both hiring managers and candidates, in line with the agreed project plan and timelines. This is most appropriate for a business going through start-up, relocation or period of expansion.



Benefit of RPO



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Recruitment Process Outsourcing (RPO) offers various benefits to organizations seeking to optimize their talent acquisition efforts. Here are key advantages of implementing RPO:

Cost Savings: Efficient processes and economies of scale often lead to reduced recruitment costs.

Expertise and Specialization: Access to specialized knowledge and skills in talent acquisition from external experts.

Scalability: Flexibility to scale recruitment efforts up or down based on business needs.

Focus on Core Competencies: Allows internal teams to concentrate on core business functions and strategic initiatives.

Technology Integration: Utilization of advanced technologies for improved efficiency and decision-making.

Reduced Time-to-Fill: Streamlined processes often result in faster hiring cycles, reducing time-to-fill vacancies.

Enhanced Candidate Experience: Focus on creating positive candidate experiences, contributing to a strong employer brand.

Strategic Partnership: Alignment of recruitment strategies with overall business goals through a strategic partnership.

Services we offer



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Our Service Includes:

- Online and offline advertising, along with professional networking;
- Preparation of profile specifications and advert writing;
- Develop and manage relationships with management, in relation to culture, requirement, and structural mapping;
- CV administration and screening of candidate applications;
- Candidate initial screening;
- Internal networking and submitting to HR/or Line Managers;
- In-country sourcing. Aimed at senior professionals;
- Development of clear staffing metrics unravelling the steps to success, leading to improved hiring practices.

Benefits to the Employer:

- Ability to hit the ground running;
- Access to worldwide SeerTech Systems network;
- Eliminates the need to advertise directly;
- Reduces advertising cost through global SeerTech Systems agreements; (Naukri, Monster, LinkedIn etc.)
- Increased advertising attracts increased candidate response;
- Increases quality-of-hire by allowing HR focus on relevant candidates;

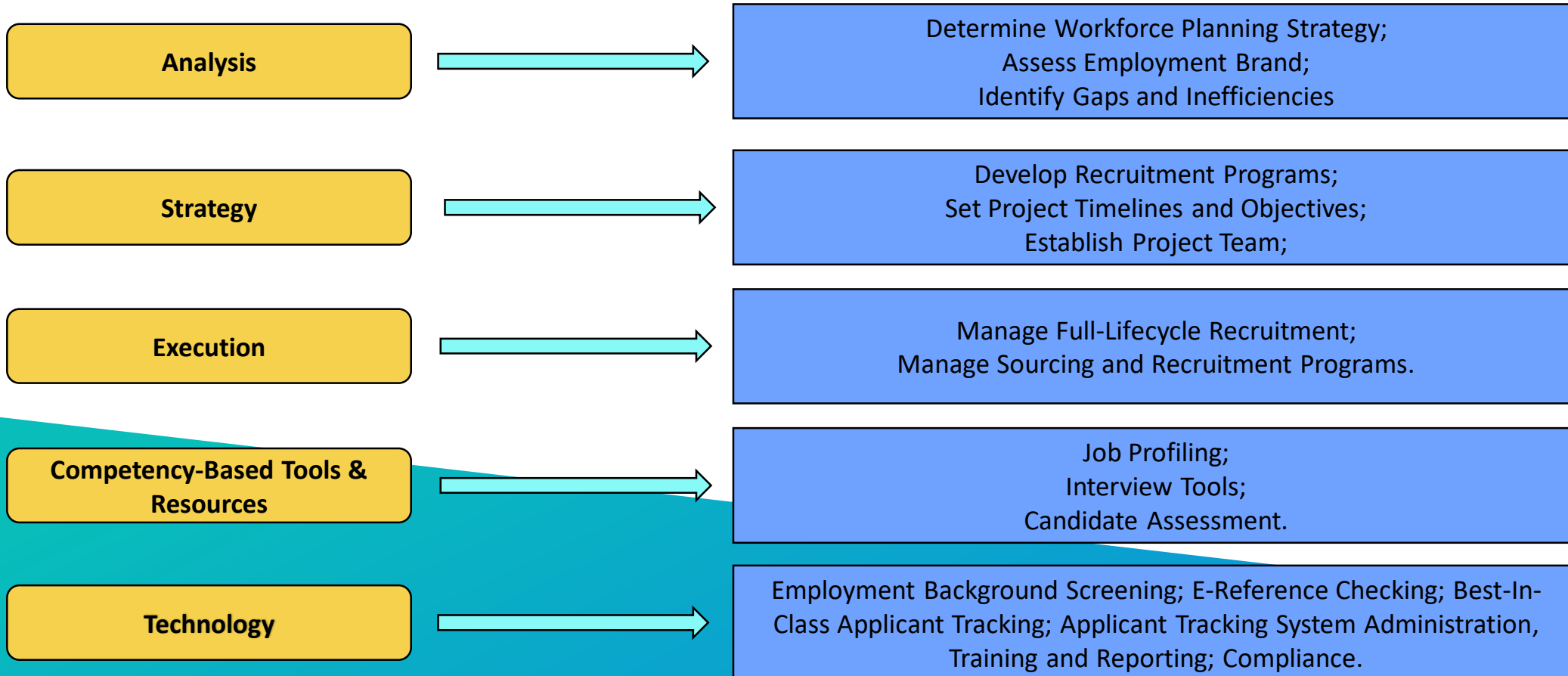
Our Methodology

A Strategic Approach for RPO Effectiveness and Business Impact



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SeerTech Systems provides the strategic approach you need to achieve business impact, applying a best-practice engagement methodology that spans key areas of activity, including:



Different RPO Services offered and Pricing Model



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RPO Services	Pricing model
Job Specific: The RPO provider provides resources for certain job functions in Recruitment. The RPO provider maintains ownership of the process and the results for the specified areas.	<ol style="list-style-type: none">1. Monthly Fixed Managed Fee only (Recurring monthly fee that covers the cost of a dedicated RPO team, their operational expenses and their profit margin).2. Reduced Management fee + Success Fee (Certain amount to be charge on every hire).
On Demand RPO: This puts a pool of workers at your disposal whenever you need them.	Per hour fee (Based on Experience) * No of hours.

Cost Analysis and Return on Investment



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Cost Analysis:

Service Fees: On-going payments to RPO provider based on the outsourced recruitment scope.

Technology Costs: Investments in RPO-related technologies (ATS, Job Portal subscription and analytics tools).

Internal Resource Allocation: Assessment of resources diverted from internal teams to support RPO.

Return on Investment (ROI) Analysis:

Time-to-Fill Reduction: Savings from faster hiring cycles and reduced time-to-fill.

Quality of Hire: Impact on employee performance and longevity.

Cost per Hire: Efficiency gains in total cost per hire.

Productivity Gains: Improvements in overall productivity and strategic initiatives.



Thank You!



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