Staffing Solutions
ENTERPRISES

RECRUITMENT PROCESS OUTSOURCING (RPO)

Our experienced team of staffing professionals and broad in-depth industry knowledge allow us to partner seamlessly with organizations to meet their specific goals and objectives. We offer clients the best, customized solutions while simultaneously driving down total operating cost.

We act as an extension of your internal recruitment team, tailoring the screening and selection process to meet your specific needs. You can elect to outsource the entire process to us from initial posting and sourcing through offer and onboarding or select certain portions of the process to outsource.

All our services are provided in a positive professional atmosphere with a consistent high-level commitment to the individual client and job seeker goals.

SOURCING & SCREENING

SSE will manage the front-end sourcing, resume review, phone screening, and presentation of candidates with interview notes.

This engagement is focused on sourcing, screening, and presenting the agreed-upon number of qualified candidates per position and is an ideal option for one or multiple positions where only the front-end solution is needed.

HOW IT WORKS

Hourly Rate: $100 - $120 per hour based on a minimum number of agreed-upon hours per engagement. Generally, 3 - 4 qualified candidates per position will be presented to the client after they've been completely vetted through the sourcing, resume review, and phone screen.

- Typically sourcing non-exempt job categories takes 40-60 hours per job title

- Typically sourcing exempt level job categories takes 60-80 hours per job title

- Sourcing for niche positions such as IT or senior-level management (director-level positions) typically involves more direct sourcing and estimated hours may vary. In addition, the number of qualified candidates presented may be fewer but, in all cases, will be agreed upon at the time of the engagement

- Screening only: Client provides resumes and SSE screens (Hourly rate: $75 per hour)

FULLY OUTSOURCED RECRUITMENT SUPPORT

(HR, Customer Service, Administration, Accounting, Finance, IT, Skilled & Unskilled Manufacturing, Sales & Marketing)

Staffing Solutions will assign a full-time, dedicated resource/recruiter to handle some or all recruitment needs.

This recruiter will represent the company, acting as a full extension of the client's HR team, and can be located either on-site at the client or at our SSE office based on client preference. The recruiter will have access to all SSE resources including job boards, resume databases, social media networks, internal recruitment marketing teams, and local networking resources.

Typical minimum engagement is three months, but some outsourced engagements can last six or more months based on hiring volumes.

Pricing for this model is typically based on the skill level of each role

- **$8,000 monthly retainer for one full-time recruiting resource plus placement fee of 6-8% (depending on skill set) of salary per hire**

- **If more than one full time resource is required, the monthly retainer will be increased based on the level of resource and hours needed each month**

LET'S CONNECT

Interested in learning more about our services? Reach out to Blake Babcock, Vice President of Client Engagement

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