

## FACT SHEET

# PEOPLESCOUT TALENT SOURCING



## BOOST YOUR RECRUITMENT AGILITY WITH TALENT SOURCING

PeopleScout helps organisations across sectors to amplify their recruitment efforts through our targeted Talent Sourcing solution. Talent Sourcing provides scalable and agile recruitment support perfect for growth hiring, strategic business initiatives or ringfenced project hiring.

Our recruitment specialists build sustainable pipelines of talent by identifying and attracting specific skillsets to feed into your interview pipeline. Talent Sourcing acts as a stand-alone temporary team to bolster in-house talent acquisition resources or an outsourced supplier.

We're ready to give you an extra boost to deliver recruitment excellence.

## HOW IT WORKS

01

We start a fresh talent search for every role. We do not take a database-driven or contingent approach.

02

Our sourcers act as an extension of your organisation's recruitment team—finding high quality talent, personally engaging them and converting them into applicants.

03

Throughout the project, we benchmark talent profiles and share market feedback, so we can hone and refine our search.

# VALUE

- » Highly targeted shortlists or longlists of pre-qualified candidates ready for interview or assessment
- » Focus on specific skills or general demand
- » Tailor-made candidate attraction campaigns
- » In-depth candidate screening based on competencies, values, skills or behaviours to identify high quality performers
- » Development of sustainable pipelines and talent pools
- » Fully managed and delivered remotely by our specialist recruiters
- » Stood up at speed to support urgent or ongoing requirements

## BENEFITS OF TALENT SOURCING

- » Scalable solution implemented and deployed at speed by RPO industry experts
- » Increased candidate volumes and quality
- » Cost effective, flexible solution complements your in-house recruitment teams or other outsourced recruitment provider
- » Reduction of agency spend
- » Rapid access to recruitment technology including CRM, ATS, video interview tools, assessment platforms, analytics and reporting
- » Reduced time to hire resulting in costs savings

## WHAT PEOPLE ARE SAYING

“PeopleScout were different to other providers I’ve worked with before. They ensured that communication and planning were at the forefront, and they spent time working with our HR team to create clear processes and responsibilities. What really set them apart is the time they spent listening and understanding what the roles were and what type of people we wanted. We met regularly to hear feedback from applicants, PeopleScout and ourselves which all fed into the process it was continuously improved. The result is that we trusted PeopleScout’s shortlisted candidates, and we filled our roles quickly with talent that met our quality expectations.”

**Mike Burch, Head of Service Design and Transformation Programmes and Change** London Borough of Hounslow

