



Full-service RPO (Recruitment Process Outsourcing)

End-to-end recruitment outsourcing provides a full-service solution. An end-to-end solution can help you find top talent faster. It can be used across an entire global enterprise, or within a specific geographic region, division, department, or function.

When selecting an end-to-end recruitment outsourcing solution, you should always look for flexibility, the ability to improve your recruitment function, and overall ability to meet service level agreements. Among global RPO providers, 4C RPO has ranked among the best in the nation for helping clients in their approach to staffing, making changes to improve problem areas, and in meeting our service level agreements.

What makes 4C's RPO different for end-to-end RPO? For starters, we won't shoehorn your company into a preexisting model. Instead, we work with your team to create an enterprise recruitment solution designed to meet your organization's specific challenges. Flexible solutions adapt to the specific challenges of your organization.

Choose your services

From background checks to candidate care, you can select from a range of complementary services. We can also support you with:

- Employer branding
- Demand planning
- Diversity and inclusion
- Negotiation and placement
- Onboarding processes
- Reference checks
- Sourcing and engagement
- Screening and selection
- Source to short list
- Talent pipelining
- Talent research

Why choose enterprise RPO?

Enterprise RPO enables organizations to access highly specialist recruiters as well as best practice processes, tools and technology to transform how talent is attracted, sourced, assessed, hired and on-



boarded to drive your business success. Some of the benefits an enterprise RPO will bring your organization are:

- Improved pro-active sourcing and talent pooling to find the right candidates, even for hard to fill positions
- Improved quality of hire and new hire retention
- Enhanced employer brand awareness and consistency of brand communication in the marketplace
- Reduced time to source and time to hire
- Reduced recruitment costs, with significant reduction in the use of third party agencies
- Improved governance and compliance, reducing employment-related risks
- Improved reporting and insights
- Access to continuous improvement and innovation to ensure your solution remains at the forefront