



# RPO<sup>360</sup> Your RPO advantage with ACS

Speed. Quality. Intelligence

Getting the right talent onboard is an opportunity as well as a challenge for businesses globally. Even the most successful find it difficult to cope up with the immense pressure of optimizing their talent supply chain.

Talent acquisition today is a tedious process that requires skillful professionals to engage potential candidates in the most convincing manner. This is where we enter. Our value proposition of 'always resource ready' is deeply rooted in our highly scalable, flexible and result-oriented recruitment services that generate real business value for our clients.

## RPO<sup>360</sup> – Your talent supply chain for improved scalability and talent quality

RPO<sup>360</sup> from ACS combines people, processes and technology to design a RPO solution process best suited to your needs. We partner with you to execute the process seamlessly and transform your approach to talent acquisition and management. From a full service plan where we take complete ownership of your talent acquisition function to recruiting activities for particular projects, we operate across the value chain.

### LinkedIn Talent Solutions

44% of global recruiting leaders agree: **quality of hire** is the most important metric for measuring recruiting team performance – followed by **time-to-fill** (25%) and **hiring manager satisfaction** (18%)

## Engagement models

- *360 degree recruitment*  
From process design and strategy to sourcing and screening to interviews and offer management, we can take care of it all. This end-to-end hiring solution leverages our expertise and extensive experience in the RPO domain to deliver outcomes for our clients.
- *Special-projects based recruitment*  
We have a solution for your special hiring needs – be it managing the campus hiring process or seasonal or contingent hiring – our team can deliver as per your requirements.

## The value we propose is measured by the success you achieve

With over 17 years of experience in driving results and positive experiences for clients across industries, we deliver value based RPO solutions that are directly aligned to your priorities and goals. Our solutions combine:

- **Talented and skilful recruiters**  
Our team of qualified and trained recruiters understands your recruitment needs and works with you to fulfil your short-term and long-term hiring targets.
- **Tailor-made solutions – just for your business!**  
As an experienced recruitment partner, we work with you to design a recruitment solution customized to your needs and maximize hiring efficiency for your organization.

- **Quality we propose is the quality you get**  
Quality extends into every aspect of our business—recruitment processes, operating procedures, and overall client satisfaction. The result – you get the best talent to work for you.
- **Technology tie-ups**  
Our technology partner network enhances our capability to provide best-in-class RPO Solutions for our clients.
- **Analytics for informed decision making**  
Analytics, metrics and customized reporting ensure that the process is measurable and workforce planning more predictable.
- **Global delivery**  
ACS has a strong global presence with multi-shore delivery capabilities. All our delivery centers adhere to the greatest standards for Quality and Information Security.

## RPO<sup>360</sup> Services

We operate across the spectrum of Recruitment Process Outsourcing and offer a comprehensive RPO solution tailored to meet your hiring goals and targets.

### Pre-joining

- Background checks
- 1-9 Verification
- Record/paper work management
- Third-party vendor management

### Select candidates and offer management

- Conduct final interviews and notify selection
- Offer Process Management
- Summary report and satisfaction review
- **Final joining list**



### Assignment definition and search strategy

- Intake consultation
- Posting and search
- Candidate list and communication
- Screening and Qualifying
- **Final scheduling long list**

### Submit profiles and interview management

- Selection
- Interview Management
- **Final selection list**

## About American CyberSystems, Inc.

ACS Group is a premier provider of IT Consulting, Engineering Consulting, Healthcare Solutions, Talent Solutions, and Workforce Management Solutions to Fortune 1000 companies globally. ACS Group conducts business through four operating brands – AIC, Analysts, ComforceHealth, and HireGenics – each with a specialized business focus. Our operating brands have provided targeted services and solutions for more than 50 years. ACS Group has grown to over \$700 million in revenue with more than 12,000 employees and consultants worldwide. Recognitions include: #1 Fastest Growing Company in the State of Georgia (2014); Ranked by SIA as the Second Largest Minority-Owned IT Consulting Company in the U.S. (2015); and winner of Inavero's Best of Staffing® Client Diamond Award (2016). ACS Group is a certified MBE organization, and an NMSDC Corporate Plus® member, headquartered in Atlanta, Georgia, with offices across the U.S. and India, and an international presence in Canada and Latin America.



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