



Sourcing RPO Services from ACS

Improved processes || Greater Savings || Quality Talent

Large staffing companies leverage offshore sourcing facilities to minimize operational costs and scale operations. Setting up an in-house sourcing department can be prohibitively expensive for a smaller enterprise. Sourcing RPO services from ACS will level the field for you. Our Sourcing RPO solution allows you to segment a typical recruiter's workload in high-end and low-end components. Transfer the sourcing and scheduling work to our team frees your recruiter to focus on the higher end tasks.

Freedom to focus on Core Recruitment – for happier teams!

Sourcing being a tedious and time consuming function, is the least favorite activity among recruiters. Saving your recruitment teams from the daily grind of sourcing you can channel their energies for a more productive task making your company more attractive to the best recruiters.

If you are having growth plans then adding Sourcing RPO option instead of adding new recruiters is less disruptive to the team morale. Whenever a new team member is added, the pie for older member gets smaller – at least to begin with. Future growth may restore the pie size but until it grows each recruiter is working with less. Sourcing RPO allows you to maintain same team size but handle growth in more efficient manner.



Enjoy greater savings and process efficiencies

A Compelling Business Case

Function	% Workload	Hours (2000/year)	Cost (\$100,000/recruiter)	Team Cost (10 members)
Sourcing - Screening	30	600	30,000	300,000
Scheduling	10	200	10,000	100,000
Interviewing	30	600	30,000	300,000
Recruiting	20	400	20,000	200,000
Submittal	05	100	5,000	50,000
Delivery	05	100	5,000	50,000

Sourcing and Scheduling comprise 40% of your recruiting workload and eat into an equal amount of your recruiting costs. Considering a team of 10 in the above example, if there are no immediate growth plans you may downsize your recruitment team by 40% and add four sourcing specialists from our team. At an average cost of \$2,000 per person per month, you spend \$96,000 annually for sourcing and scheduling candidates, resulting in an overall saving of more than 30% in your payroll expense. You gain through our process expertise and outcome based models. The extra capacity that you create in your organization can be focused on scaling your operations and creating new revenue streams. Your overall savings can be even greater as our team members are not on commissions.

Adding New Clients – How can Sourcing RPO Help You

Ramping up for the new client is always a challenge for smaller companies. To capture the additional revenues one has to first invest heavily in the recruitment infrastructure. But such investment demands more revenues. This creates a catch-22 situation and most companies end up playing catch-up. Sourcing RPO gives you the option to ramp-up fast without incurring heavy capital expenses or suffering long implementation delays. You are up to full speed from the day you sign-up a new client and are never playing defense.

Global Delivery Capabilities

ACS has a strong global presence with multi-shore delivery capabilities. Our ability to deliver best-in-class services stems from our certified recruiters, staffing expertise and best-in-class technology adoption. All our delivery centers adhere to the greatest standards for Quality and Information Security.

Client Benefits

- Increase closure rates with higher percentage of job requisitions closed
- Significant cost advantage (lower total recruiting cost)
- Flexibility to leverage your staff based on business demand
- Trained professionals with technical and domain knowledge
- A 360 degree RPO services model - Identify, Source, Qualify and Recruit

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ACS Quick Facts

- Headquartered in Atlanta, GA
- **Offices** across the U.S. and India
- **International presence** in Canada and Latin America
 - Over **12,000** consultants and employees

