



PANORAMICA SUL RECRUITMENT PROCESS OUTSOURCING (RPO) GLOBALE



Dalla soluzione leader nel mercato dell'esternalizzazione fino ad avanzate proposte formative dei processi di reclutamento per l'acquisizione di talenti e strumenti per i team interni di selezione, ADP RPOSM aiuta le aziende a trovare, reclutare e assumere collaboratori su scala mondiale grazie a leadership, tecnologia e servizi in outsourcing nel campo del reclutamento.

IL RECRUITMENT PROCESS OUTSOURCING (RPO)

In veste di leader nel settore dell'esternalizzazione dei processi di reclutamento, ADP RPO offre la scalabilità delle risorse per gestire i punti massimi e minimi delle assunzioni, accelerando la procedura di assunzione con candidati di migliore qualità. Valutando i risultati attraverso "service level agreements" (SLA) e indicatori chiave di prestazione (KPI), riusciamo ad attenuare i rischi associati a tutti gli aspetti del processo di reclutamento. Le nostre soluzioni possono essere utilizzate con altre piattaforme ADP, elaborando una proposta esclusiva per i clienti in cerca di una suite di soluzioni completa per la gestione del capitale umano (HCM).

Come fornitore consolidato di recruitment process outsourcing (RPO), ADP offre:

- Solide competenze e consulenza nell'acquisizione dei talenti, in grado di sollecitarne l'impatto sulle attività aziendali
- Metodologia di reclutamento avanzata, per snellire i processi e ridurre i costi
- Elaborazione avanzata dei candidati per qualunque tipo di retribuzione e orario lavorativo
- Processo di approvvigionamento sistematico con professionalità nel settore e competenza nel reclutamento

GLOBAL REACH

ADP delivers global RPO services with offices in London, UK; Bucharest, Romania; Pune and Hyderabad, India; Manila, Philippines; Tokyo, Japan; Shenung Wan, Hong Kong; Buenos Aires, Argentina; Findlay, OH; Philadelphia, PA; Lebanon, NH; and affiliate ADP offices throughout the world.

From a unique and scalable delivery team structure that supports client business needs to enhance talent acquisition processes, ADP continually provides organisational excellence across the entire recruitment process. Features of our industry-leading solution include:

- Full-scale recruitment options with a scalable delivery model
- Comprehensive, strategic sourcing methodology embedding market demographics, job specific requirements, culture fit and niche sites
- Passive candidate targeting, cold calling, direct recruiting and outreach to professional community organisations
- Recruitment through social media, networking, Web 2.0, mobile, talent community and employer branding
- Service levels and performance metrics aligned with the client's business objectives

RPO CLIENT RESULTS

- A major consumer packaged goods company decreased sourcing costs by 50%
- One of the world's leading tire companies reduced Hiring Manager process time by 80%
- A global technology company's cycle time for positions averages 26 days
- A prominent pharmaceutical company increased diversity of candidates hired to 25%
- 100% of SLAs and KPIs met for a global financial information company and reduced agency hires by 90% for their EMEA Operations

SOCIAL TALENT SOLUTIONS

Leveraging our social media and employment branding expertise, Social Talent Solutions brings a fresh corporate concept to our clients' talent acquisition process. Weaving your corporate brand into your recruitment communications and delivering your message through state-of-the-art technology sets you apart from the competition. We engage a team of social media experts to work with clients on a social recruitment strategy to proactively build a talent pool of interested and qualified candidates, build relationships through talent communities where openings may not yet exist, and attract and engage top candidates early on.

ABOUT ADP RPO®

ADP RPO is a premier global recruitment process outsourcing (RPO) provider. Harnessing the power of cutting-edge talent acquisition technology, ADP RPO leads the industry with innovative, scalable solutions that help clients find, recruit, and hire world-class talent. Offering customized solutions for organizations of all sizes, ADP RPO delivers recruiting services to many of the world's leading companies. For more information, please visit rpo.adp.com.

ABOUT ADP®

Employers around the world rely on ADP® (NASDAQ: ADP) for cloud-based solutions and services to help manage their most important asset – their people. From human resources and payroll to talent management to benefits administration, ADP brings unmatched depth and expertise in helping clients build a better workforce. A pioneer in Human Capital Management (HCM) and business process outsourcing, ADP serves more than 610,000 clients in 100 countries. adp.com.

Organisational Excellence

