



ROPELLA
GROWING GREAT COMPANIES

Through Global Talent Discovery, Assessment & Connection

WHAT'S THE ROI OF RPO (RECRUITMENT PROCESS OUTSOURCING)?

Every day a position sits open, it costs your organization time, money and extensive resources.

We help chemical, consumer products and technology organizations calculate and analyze the true costs of their open positions, mis-hires and rejected offers.

We can help your organization uncover the often-overlooked internal challenges vacancies cause – and then we help you significantly reduce these losses by reorganizing and upgrading your recruitment strategies.



We have developed time-tested calculators to help our clients evaluate the real ROI of RPO to discover the **true value** in using **Ropella's Recruitment Process Outsourcing**. This technology is part of our proprietary client management dashboard.

- **The Cost of a Vacant Position**
- **The Cost of a Mis-Hire**
- **The Cost of a Rejected Offer**



When comparing these losses and costs—there becomes a **real ROI of RPO that justifies using Ropella's SMART RPO solution**, simply for financial reasons alone.



Leveraging an **RPO solution allows you to establish a vision for the way in which Talent Acquisition supports the overall corporate strategy**, evolving recruiting from a tactical function to a strategic one and **maximizing associated ROI**. In an economy where open positions greatly outnumber active candidates, strategic recruiting allows you to **build your talent pool into your organization's strongest competitive advantage**.

IS ROPELLA'S SMART RPO RIGHT FOR YOUR ORGANIZATION?

- ✓ Need to scale Talent Acquisition because of a merger or acquisition?
- ✓ Are you launching a new product line and/or new division?
- ✓ Are you experiencing high domestic or global growth rates?
- ✓ Need to boost your overall Talent Acquisition strategy?
- ✓ Need to relieve pressure on an overworked HR team?

Ropella stands strong—ready to help you grow your great company.

Connect with us to put our people and process to profitable use today! 850.983.4777

Relationship-building is overlooked and undervalued in most Talent Acquisition efforts.

We focus on creating these connections for you throughout the entire hiring process.



RELATIONSHIPS developed *before* interviews ever take place.
(SMART Employment Branding)

RELATIONSHIPS enhanced *during* the interview and offer process.
(SMART Search System)

RELATIONSHIPS solidified *after* the acceptance and during the 90-day onboarding period.
(SMART Onboarding Celebrations)

In today's candidate market, where numerous interviews and multiple offers are the new norm, employers simply cannot afford to miss even one of these vital relationship-building steps.

DID YOU KNOW?

9 out of 10 hiring offers fall apart at the last minute because of miscommunication, extended delays or lack of attention to the details.

Do your hiring managers and HR teams have the time and resources to properly court their candidates?

Ropella's SMART RPO is the solution.

THE BENEFITS OF RPO



GREATER EFFICIENCY & EFFECTIVENESS

Ropella provides higher quality candidates in much less time. We bring the first slate of **highly qualified, prescreened candidates** to our **client's hiring table in about 10 days**, and **we close 80% of our searches in under 60 days**. Our placements also have an average 98% long-term stick rate and a 36% promotion rate within one year of hire. We encourage you to compare these stats to any other recruiting and hiring option you can find.



STRENGTHENED EMPLOYER BRAND

Your Employer Brand is the way your culture is perceived by the outside world. As your RPO partner, Ropella's own marketing experts will work closely with your organization and marketing team to help you **build and promote your new world-class Employer Brand**. We have had great success with Employer Brands like Nike, BASF, J & J and countless others.



HIGHER SATISFACTION FROM CANDIDATES & THE HIRING TEAM

The biggest complaint candidates have about the Talent Acquisition process is a lack of communication. How each candidate is treated really does matter! **Ropella will manage your candidate experience from start to finish, so all candidates will walk away satisfied with the hiring process experience and with a favorable view of your organization.** Always remember—every candidate could be a current or future customer.



IMPROVED EMPLOYEE ENGAGEMENT & RETENTION

Everything about your hiring process—from job descriptions to scheduling interviews, to offer letters—will color the candidate's opinion of you as an employer and will set the tone for their eventual acceptance or rejection of employment. Also, **candidates with smooth hiring and onboarding experiences begin their first days as more engaged, enthusiastic and satisfied employees.**



RECOVERED TIME

Truly, the biggest cost of Talent Acquisition is time.

- Time spent editing job descriptions and creating advertisements.
- Time spent job posting, networking and managing internal recruiting campaigns & external recruiters.
- Time spent screening piles of resumes and applications—when 90% are often a misfit because of poor strategy.
- Time spent juggling moving target schedules to coordinate phone and face-to-face interviews.
- Time spent nurturing constructive relationships with past, present and potential future candidates (and their influencers), with the hope of getting a candidate or maybe two to the finish line.
- Time spent negotiating, organizing and presenting offers—often with only a 50% closing rate.

If you're like most companies, your HR team often has to balance competing priorities. It's hard to delineate and prioritize which Talent Acquisition strategies will consistently attract top talent. When HR teams are pulled in so many competing directions, their recruiting results greatly suffer.

Why not partner with Ropella to handle Talent Acquisition for you? **Imagine what you'll gain for your organization—time for hiring managers and the HR team to focus on what they do best**, while Ropella focuses on what it does best.

In surveying our clients, we have found many C-Suite executives think internal HR recruiters and hiring managers don't have the time or, in some cases, the skill set needed to recruit PASSIVE mid-to-executive level candidates from competitors and suppliers with a high degree of success...

Instead, they end up wasting time trying to prove they can do it themselves.



So, why not delegate some or all of your Talent Acquisition Strategy to the experts?

We specialize in:

- ✓ Developing highly focused hiring strategies
- ✓ Crafting engaging job descriptions and target marketing them
- ✓ Managing the full candidate recruiting experience
- ✓ Managing the offer and acceptance process
- ✓ Developing custom strategic onboarding programs

THE ROPELLA ADVANTAGE

Ropella's SMART RPO solution leverages our more than 30 years of recruiting experience to elevate your Talent Acquisition strategy.

We have invested heavily to develop the right tools, technology, brand reputation, global reach, professional staff and proven systems to help you hire the best and often the hardest to reach candidates.