



THE CARLISLE GROUP

The Carlisle Group possesses the unique ability to put our client's needs first, offer choices, define workable processes and communicate honestly. This philosophy is reflected in every tool, strategy, process and service we offer to ensure exceptional results!

TCG is proud to offer...

RECRUITMENT PROCESS OUTSOURCING (RPO)



The Evolution:

Over the past 10 years companies have become increasingly aware that sourcing, securing, and retaining top talent is truly a war won by many battles. No longer are organizations able to rely solely on a "Brand Name" to win the hearts and minds of a *multi-generational* and *global workforce*. As such, progressive organizations are readily embracing turning over their recruitment initiatives to "Experts" in recruitment processes!

RPO can mean many things to many organizations. While this is a more recent trend for clients - *to completely outsource their recruitment initiatives* – this is not a new phenomenon for The Carlisle Group! In fact, our firm strategically adopts process improvement initiatives and develops select vendor partnerships for the sole purpose of ***expediting the recruitment process and creating substantial reductions to the overall "cost per hire"*** for our clients.

The TCG Approach:

Much like a physician, we too must closely examine before we begin to offer a course of action... this is where the process begins.

TCG will conduct an on-site **"Discovery Consultation"** which is a requisite meeting with all hiring managers to clearly understand what current methodologies and processes are in place.

Next we **Value Stream Map** current processes in order to make appropriate recommendations that will cut waste, eliminate redundancies, pinpoint breaks in process flow and identify cost saving benefits.

Once the client and TCG have reached an agreement on which components of the recruitment and hiring processes are to be outsourced, process plans are designed and contracts are finalized to ensure we deliver exactly what our client needs and wants!

*For detailed information or to schedule an appointment, contact **TCG** at **877.222.7337***

References are available upon request

The Carlisle Group • 21 State Ave • Suite 103 • Carlisle, PA 17013 • WWW.TCGRECRUIT.COM

The TCG Advantage:

As an expert in the recruitment process, TCG has direct knowledge of, hands-on experience with, and the ability to deliver “best in class” products, processes and services!

Technology Integration – is one of the most significant areas of value. Utilizing one of the nation’s premier Contact Management Software System (CMSS), we will directly link your different candidate touch points i.e. website, trade-shows, etc., into one user friendly, highly functional and sophisticated database. This database will also be utilized as the single point of entry for all candidate submissions, including 3rd party recruiters and employee referrals. This software will enable you to track, model, statistically validate, justify, on-board/off-board, retain and manage talent like never before.

Never again will you lose track of a single candidate!

Vendor Management – is another significant area of cost rationalization. We will establish mutually beneficial global contract terms that will apply to all third party recruitment vendors who wish to participate in your recruitment initiatives. In addition, we will manage all other recruitment and hiring process vendors to include: Job Boards, Advertising, Skill Testing, Behavioral Profiling, etc.

On-Site Contracted Employee – for maximum benefit we can put one of TCG’s own contract employees on-site to serve as the facilitator between your team and our firm. He/she will provide: comprehensive service to your organization, function as the key trainer for all internal customers of the CMSS, coordinate all recruitment initiatives and will remain on-site until your own internal representative is ready to take the helm, or you are ready to convert him/her to a permanent fulltime employee.

Advertising Campaigns – as experts in writing “candidate attracting” ads, we can help you develop ad’s that capture not only functional requirements and technical aspects of the position, but speaks to candidate hot-buttons and motivators.



Complete Interview Process Management– from scheduling the meeting and arranging flights/hotel accommodations to interviewing candidates and extending offers or turn-downs; we support your company’s commitment to ensuring candidate’s interview needs are met, while still controlling costs!

Ancillary Resources – can augment (or replace) your existing hiring processes to further minimize your total recruitment budget, expedite your processes, maximize retention, and further enhance your **“Employment Brand”**.

- **Executive Search**
- **Professional Contract/Interim Staffing**
- **Market Research Services**
- **Comprehensive Consulting**
- **Emotional Intelligence (EI) Testing**
- **Predictive Performance Profiling**
- **Skill Assessment**
- **Background Screening Services**
- **Internet Resource Services**
- **Relocation Services**

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