

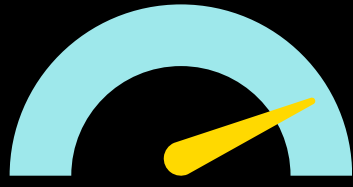
Are You RPO Ready?

A Checklist for Decision-Makers

As workforce pressures intensify, many organisations are asking whether Recruitment Process Outsourcing (RPO) could help them achieve agility, scalability, and better hiring outcomes.

Use this quick-read checklist to assess your RPO readiness and uncover where external expertise could deliver the most value.

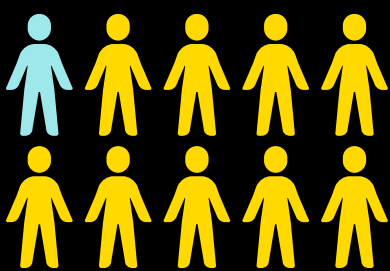
Why RPO Matters Now



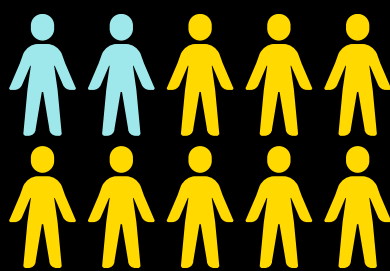
84% of UK employers face higher employment costs.



31% report hard-to-fill vacancies.



Only **1 in 10** are confident their workforce has the capabilities they need.



Just **20%** say their talent strategies align with business goals.

What “RPO Readiness” Looks Like

Before engaging an RPO provider, assess how mature your internal talent function is. Ask yourself:

Do your recruitment objectives link directly to your business goals?

Are your hiring decisions informed by data, or mostly instinct?

Do you understand what you are paying for talent?

What is the total cost of running your in-house team and agency spend?

Do candidates receive a consistent, brand-aligned experience?

Are you confident in managing risk and regulation across markets?

Signs You’re Ready for RPO

If any of the following feel familiar, your organisation could benefit from an RPO partnership.

- ☐ Consistently exceed your recruitment budget
- ☐ Struggle to give talent a consistent, positive experience
- ☐ Face high turnover and constant rehiring
- ☐ Have roles going unfilled, and vacancies piling up
- ☐ Experience hiring spikes that overwhelm your team
- ☐ Rely on slow or inconsistent processes
- ☐ Lack internal recruitment capability or specialist expertise
- ☐ Unsure if traditional recruitment models align with volume requirements
- ☐ Expanding into new markets and need local insight
- ☐ Undergoing digital transformation and need new skill sets
- ☐ Managing mergers or acquisitions
- ☐ Scaling rapidly and need structured support
- ☐ Must meet strict regulatory or compliance standards

Next Steps

If you’ve ticked three or more boxes, it’s time to explore how RPO can:



Streamline your recruitment operations.



Deliver consistent, brand-led candidate experiences.



Provide data-driven insight for better workforce planning.



Reduce costs and time-to-hire.

Learn more about building RPO readiness with G—NIUS or get in touch to book a consultation.

G—NIUS

Sources: CIPD; Skillssoft