

Exela HR Solutions - Recruitment Process Outsourcing (RPO)

Streamlining Your Hiring Process with Expertise and Technology

Overview

Using our extensive expertise in HR, unmatched networking capabilities, and acute insights, we provide technology-driven recruitment process outsourcing for businesses of all sizes. More cost-effective than traditional temp agencies or headhunters, our services are designed to address your unique hiring needs, helping your organization secure and maintain the best talent across all levels. We are dedicated not only to fulfilling your recruitment requirements but also to enhancing and transforming your entire hiring process. Exela stands as a trusted partner in your recruitment journey, committed to your success.

Key Features



Strategic Planning

We align with your hiring team to thoroughly understand the role's requirements and formulate the most effective recruitment strategy. This critical step ensures a mutual understanding of the role's needs, incorporates market insights, and sets clear timelines, paving the way for a tailored and successful hiring process.



Sourcing

Our sourcing strategy taps into a wide talent pool of both passive and active candidates, establishing connections with high-quality candidates that are often not reachable through traditional methods. This approach ensures that our clients have access to the best talent available, tailored to their specific needs.



Attracting

Our service excels in engaging both active and passive candidates, using targeted marketing strategies and extensive sourcing techniques. By tapping into diverse talent pools and leveraging our robust network, we provide your organization with access to the best candidates, actively seeking new opportunities or those content in their current roles but open to exciting prospects.



Screening

The screening process involves a meticulous review of job applications and scanning resumes to identify candidates that closely match the job description. This thorough approach is augmented by conducting detailed behavioral-based interviews, confirming that only the most suitable candidates, who not only match the technical requirements but also align with the company culture and values, are advanced to the next stage of recruitment.

Benefits

- › Reduce Time-to-Hire
- › Improve Scalability and Flexibility
- › Enhance Candidate Quality
- › Improve Compliance and Risk Management
- › Cost-effective
- › Continuous Improvement

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Applicant Tracking

We use an Applicant Tracking System (ATS) to streamline the recruiting and hiring processes. This system simplifies job postings and the handling of applications, making the recruitment process more efficient and effective.



Interview Scheduling

Our team ensures swift interview scheduling to minimize candidate drop-off rates. This proactive approach reduces the risk of candidate disengagement and the likelihood of them accepting offers from other companies.



Candidate Assessment

We conduct comprehensive candidate assessments, including psychometric, behavioral, and technology-driven evaluations. These assessments are crucial in understanding the candidate's fit for the role and the organization.



Background Checking

Our comprehensive background check procedure goes beyond mere resume verification, encompassing criminal record searches, credit assessments, drug testing, and reference checks. This meticulous process ensures a thorough evaluation of all candidates.



Offer Letter Management

We use specialized offer management software to enhance the creation, distribution, security, and tracking of digital offer letters. This approach provides a smooth and professional communication process with candidates, facilitating a clear and efficient offer acceptance procedure.



Onboarding

Our onboarding process is tailored for efficiency and thoroughness, focusing on completing essential background checks, establishing clear schedules and duties, and managing new hire forms. This approach facilitates a smooth and well-organized transition for each new employee into their role, setting the stage for a successful start.