PeopleScout Limited

Company Presentation

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PeopleScout Overview

Delivering RPO solutions with creativity at its core, and all designed with one outcome in mind: your competitive advantage

Driving Industry-Leading Results, Proven Through Industry Recognition

- RPO and Talent Advisory Solutions

- Ranked as a Leader By Industry Analysts

- Achieving 97% Client Retention

- Expanding 95% of First Year Engagements

SUPPORTING OVER 300,000 ANNUAL HIRES FOR THE WORLD'S LEADING BRANDS

BROAD EXPERIENCE ACROSS MOST
INDUSTRIES, VERTICALS & JOB TYPES

Creative RPO

Industry-first thinking: We do what it takes to help organisations connect with the best candidates – blending clever, industry-first thinking with in-house subject matter expertise.

At the forefront of AI: Powered by Affinix, our cloud-based proprietary tech platform, we're at the forefront of HR tech, AI and machine learning. From occupational psychologists and recruitment strategists to brand, digital and social experts – our solutions start smart and keep getting smarter.

A creative mindset: PeopleScout's unparalleled blend of insight, expertise, tenacity and technology will help you win – turning candidates into advocates and finding the right hires first time, every time. And it all starts with creative minds.

Obsessed with delivery: Intelligence drives everything, and our approach is bespoke. We start with your challenges, not our processes. Crucially, everything we do is scalable, agile and above all, built to deliver. We keep our promises.
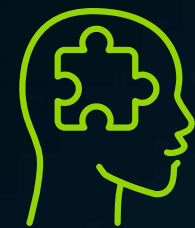
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Creative RPO

The scale you need: Agility is baked in. We can scale up to handle the full-cycle, global recruitment of thousands of annual hires. We are equally adept at recruiting rare and hard-to-find specialists in niche professions.

Powerful insights: We're determined to add value in every sense. We're proud to be thought leaders – dedicated to arming you with the thought-provoking, far-reaching insights you need to stay ahead of the competition. We'll help you capitalise on the latest market analysis, AI tools, industry-first thinking and competitive intelligence to optimise your people strategy.

We help you win: Ultimately, PeopleScout's unparalleled blend of insight, expertise, tenacity and technology will help you win – turning candidates into advocates and finding the right hires first time, every time.

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Resource-On-Demand

Save time: Our Resource-On Demand model can help you speed up your time-to-fill by handling all of part of the recruitment process. Typically, the implementation takes between two to four weeks.

Save money: Our solution rivals the capabilities and costs of traditional staffing agencies, but rather than a pay-per-hire model, it's based on an hourly model, making it a cost-effective way to meet your talent needs.

Reach Hard-to-Find Talent: Our Resource-on-Demand model is a great way to augment your in-house team by taking over the recruitment process for hard-to-fill roles due to skills shortages. Whether you need specialised IT, healthcare or manufacturing talent, our recruiters are assigned based on industry experience, not cost and availability.

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Resource-On-Demand

Gain Agility: Our Resource-on-Demand model leverages our scalable recruitment teams and global delivery centres to help manage fluctuations in hiring volumes, particularly for seasonal peaks, without the need for additional internal resources. Plus, we can seamlessly disengage once you fulfil your business objectives.

Fill the Top of your Funnel: Our ROD recruiters can work to fill the top of your recruitment funnel with more candidates. This gives your internal teams back time to review applications, interview candidates and make hiring decisions.

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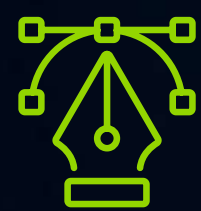
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Talent Advisory

With one of the largest in-house talent advisory teams in the industry, PeopleScout is a talent strategy powerhouse.

Insights:
- Persona Development
- Audience Segmentation
- Labour Market Trends
- Market Mapping
- Exit Insights

Brand:
- EVP Development
- Brand Messaging Frameworks
- Brand Identity Development
- Brand Rollout Programmes
- Brand Benchmarking

Attraction:
- Social Media Strategy and Execution
- Content creation and communication
- Careers Website and Microsites
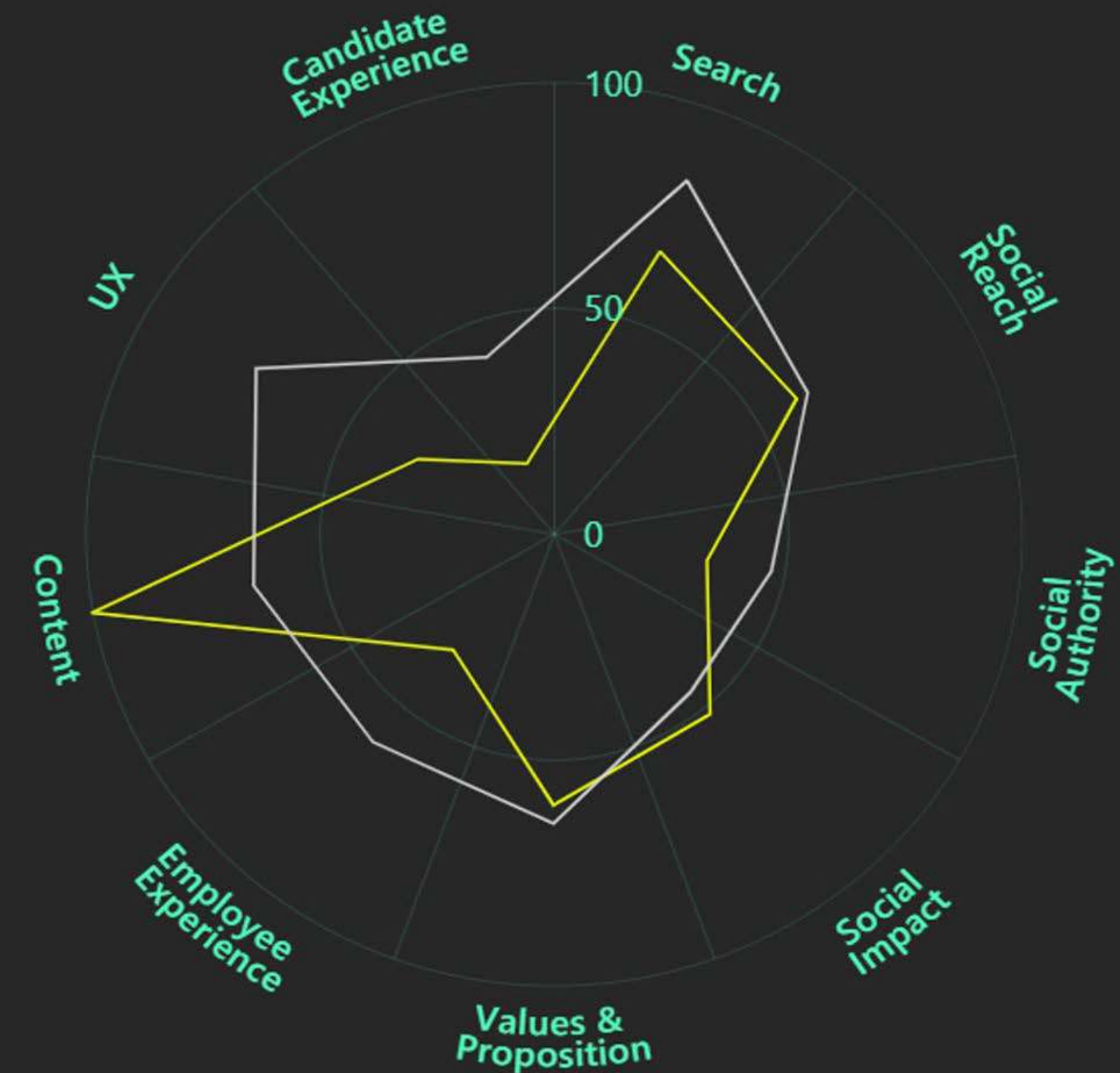- Channel Planning and Execution
- Film

Consulting:
- Recruitment Process Consulting
- Diversity and Inclusion
- Digital Consulting – Innovation

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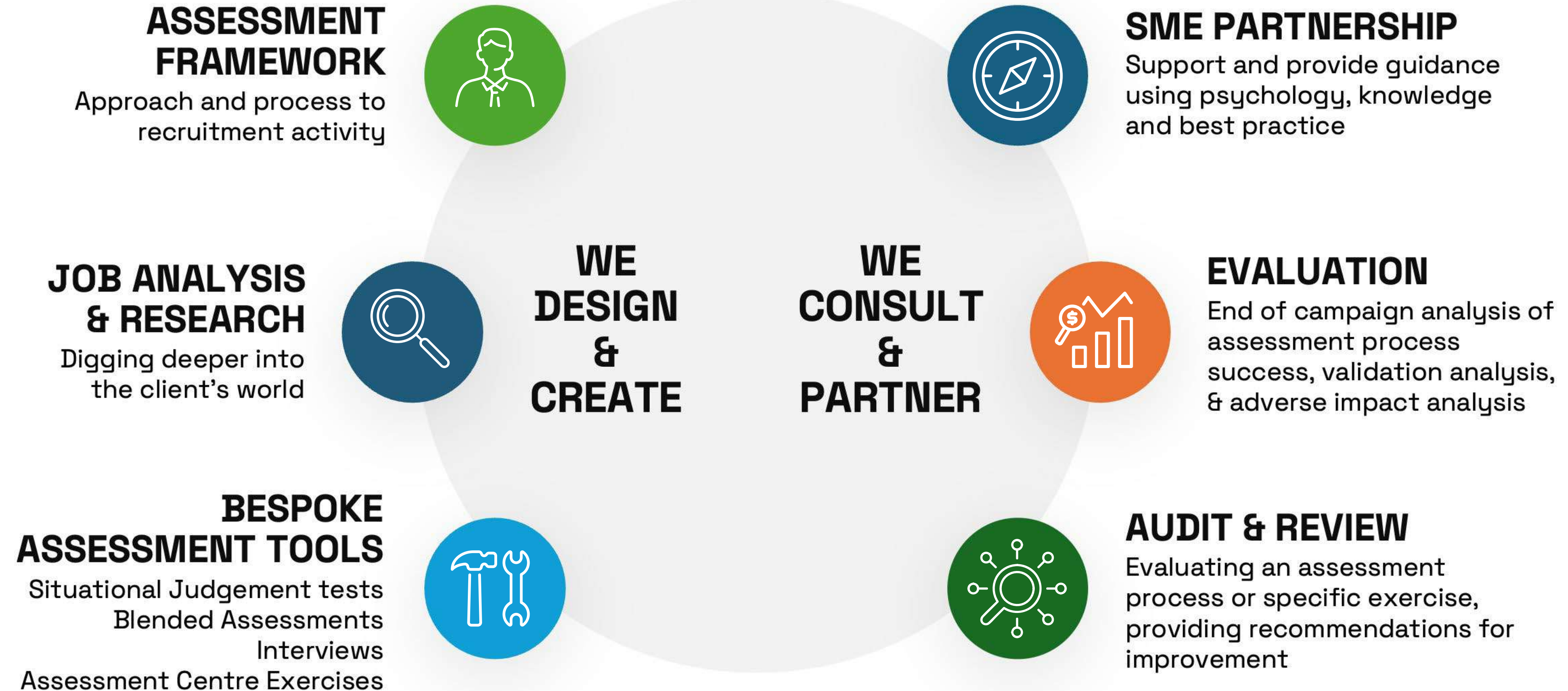
Employer Branding Index

Our Employer Branding index is our unique industry benchmarking tool to assess the power of your employer brand against your key competitors.

The Index will assess the power of Jungheinrich's employer brand against nine key data points; Social Authority; Social Reach; Social Impact; Values & Proposition; Employee Experience; Content; UX, Search and Candidate Experience. This powerful tool will objectively spotlight the strengths and weaknesses in Google's employer brand performance, allowing us to create a solution built on data and insight.

We've added Excelya to the index below:

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Assessment Design

ASSESSMENT FRAMEWORK
Approach and process to recruitment activity

SME PARTNERSHIP
Support and provide guidance using psychology, knowledge and best practice

JOB ANALYSIS & RESEARCH
Digging deeper into the client's world

WE DESIGN & CREATE

WE CONSULT & PARTNER

EVALUATION
End of campaign analysis of assessment process success, validation analysis, & adverse impact analysis

BESPOKE ASSESSMENT TOOLS
Situational Judgement tests
Blended Assessments
Interviews
Assessment Centre Exercises

AUDIT & REVIEW
Evaluating an assessment process or specific exercise, providing recommendations for improvement

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Analytics Capability

We provide a single source of truth for talent acquisition leaders to understand the end-to-end recruitment process and gain visibility into the total talent landscape.

Interactive dashboards

Pre-built reports

AI-boosted reporting

Secure integrations

ATS/VMS Integration

Candidate & hiring manager surveys
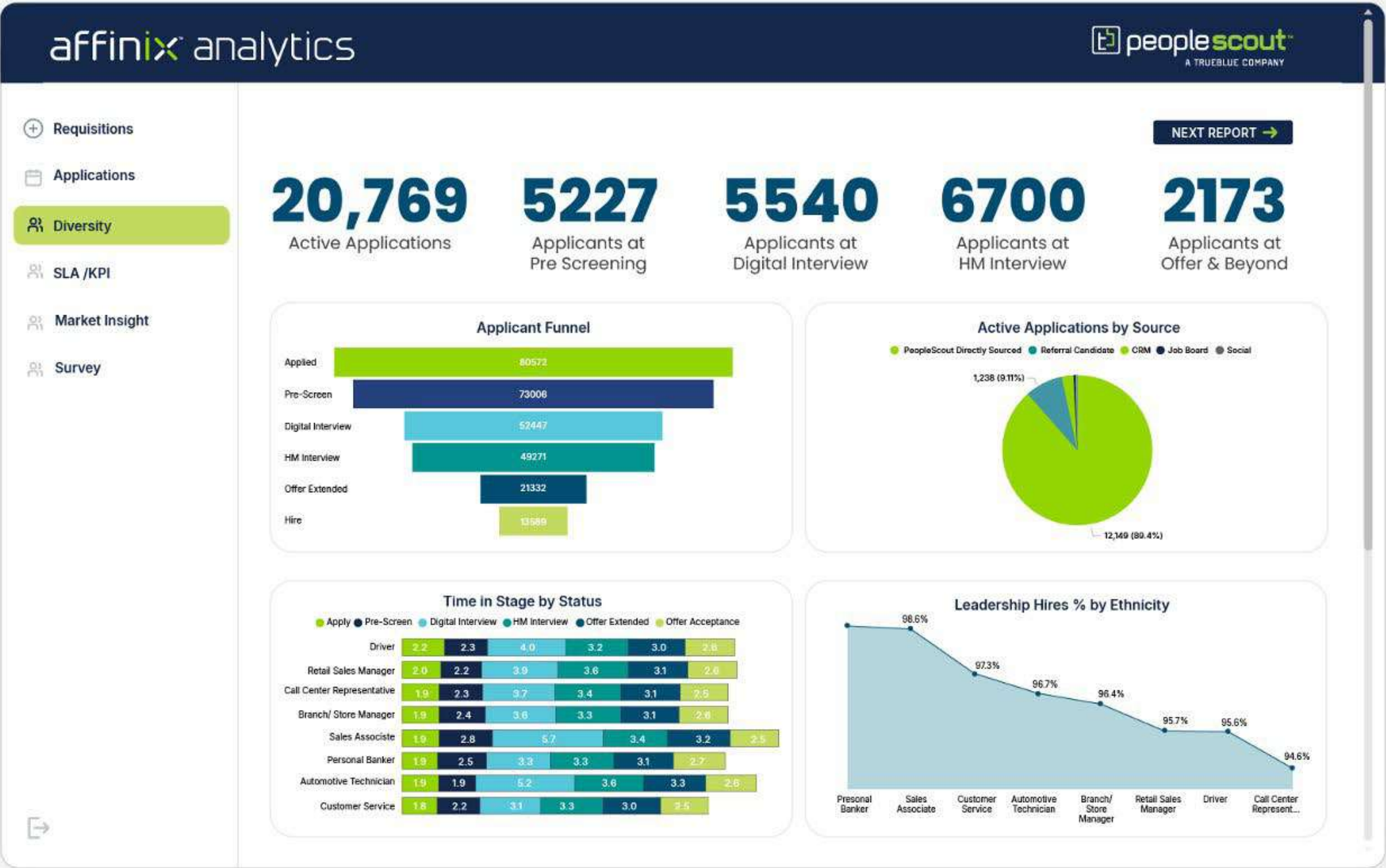
Predictive modeling

Advanced Security

MONITOR TRENDS IN:

✓ Career site performance
✓ Pipeline health
✓ Funnel conversion
✓ SLA scorecard
✓ Number of requisitions
✓ Average days open
✓ Slate submittals
✓ Time in process
✓ Offer accept percentage
✓ Number of hires
✓ Fill rate
✓ Media/campaign source
✓ Diversity
✓ Retention
✓ Satisfaction survey results

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Market Research Capability

As part of our Creative RPO solution, we conduct extensive research of the hiring landscape for in-scope roles and locations. We leverage data from Horsefly, TalentNeuron, Indeed Insights and LinkedIn to understand candidate and skillset availability in specific geographies, recruitment difficulty level, target companies to recruit from and potential sourcing costs.

horsefly labor market analytics

TalentNeuron

in

indeed®

Candidate supply	Candidate supply
Candidate identification	Candidate demand
Compensation benchmarking	Candidate competition
Competitor research	Competitor labour market activity
Global data capabilities	
Diversity & ethnicity data	

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Thank you