



Hiring peaks and valleys? We've got this.

Recruitment Process Outsourcing

Are seasonal or project-based hiring needs getting in the way of running your business? Is your HR team equipped to manage high-volume sourcing of skilled talent in short time-frames? Whether your workforce is shrinking and growing due to market conditions or you simply need help with cyclical labour pool management, our recruitment experts are ready to step in to seamlessly integrate with your HR processes and team. We've got this.

Evolving demands

There is – and will always be – an ebb and flow to recruiting requirements in business. We understand that some roles are project-driven in nature while others are full-time functions within your organization.

BOWEN's recruitment process outsourcing (RPO) approach is to build a talent sourcing model that mirrors your needs; a robust team and strategy when major project demands, and a base team when business sits at steady state.

What is RPO?

We act as an embedded extension of your HR recruiting team. Our experts, many with corporate recruiting experience, work with your systems, policies and hiring managers. Acting as a true business partner, we parallel your sourcing methods, all designed to leverage your corporate name, not ours.

How is it delivered?

BOWEN recruiters work onsite at your location using your systems, meaning your HR business partners have immediate access to your developing candidate pool.

While the agency recruitment model is to build a pool of talent within specific job families for on-demand placement, our RPO approach focuses on finding the right skills and fit for your internal opportunities today, as well as building out the talent pool for you to tap into in the future. We connect with the market by leveraging our extensive networks to attract the best available talent to your organization's brand.

Clear advantages

Our experience and disciplined approach to sourcing is tailored to your workforce strategy. With results that are often better and faster than internal recruitment methods, BOWEN's RPO solution delivers clear advantages:

- Quality of candidates sourced** – We tap into the passive candidate population, going beyond traditional internal recruitment methods with our extensive networks and reach.
- Candidate fit for our clients** – By partnering with you, we develop a comprehensive understanding of your workplace culture and business needs, for a tailored approach that attracts and screens for the best candidates who are attracted to your employer brand.
- Process consistency** – We follow your lead. The same practices used by your business are applied during the pre-screening and selection process, with acceptance of your internal hiring policies.
- Simplified administration** – You have one point of contact for BOWEN sourcing support.
- Flexibility** – Our consultative approach is configured to meet your needs.
- Scalability** – Our solution can easily manage increasing volume demands through seamless access to an entire team of BOWEN recruiters, who can be rapidly deployed to keep your business moving.

Proven results

Our experience speaks for itself. Through BOWEN, RPO clients achieved a 98% fill rate, reduced costs by 60%, or over \$1.5 million in recruitment dollars, and increased speed to deliver by a minimum of three weeks per hire.



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Along with genuine attention to our best interests and processes, we were most impressed by BOWEN's ability to reduce the average time to fill from 84 to 52 days.

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- HR Manager
Power & Utility Company

BOWEN is Your People Partner. We work hard to make your work easier. Connect with us today.