



NelsonHall
TRANSFORM THROUGH INSIGHT

Vendor Profile

Next Generation RPO

NXTThingRPO

Report Abstract

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Who is this Vendor Assessment for?

NelsonHall's Next Generation RPO profile on NXTThingRPO is a comprehensive assessment of NXTThingRPO's offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of NXTThingRPO and identifying vendor suitability for RPO RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the RPO sector.

Key Findings & Highlights

This NelsonHall vendor assessment analyzes NXTThingRPO's RPO offerings and capabilities.

NXTThing RPO (NXTThing) provides end-to-end and project RPO services, front-end recruitment support, and recruiter augmentation. The company designs and improves the HR processes of its clients by collaborating and drawing on a range of flexible RPO and talent acquisition programs and services to build the right solution for each client's unique needs.

Headquartered in Columbus, Ohio, the company was established in 2018 by its founder and previous president, Terry Terhark. In 2023, NXTThing appointed Jamie Minier as the company's president, following a five-year role as chief operating officer, allowing Terry to transition into a business development, client advisory, and executive leadership position as CEO.

In April 2021, K1 Investment Management announced an agreement between NXTThing, end-to-end talent acquisition solutions provider Jobvite, and recruiting software provider JazzHR to form a combined talent acquisition and recruiting solutions company, Employ. In August 2022, the company announced the acquisition of Lever, a talent acquisition software suite. The integrated companies serve organizations of all sizes, spanning SMBs to global enterprises.

NXTThing's solutions comprise four recruiting delivery models:

- End-to-end recruitment, which consists of all steps in the hiring process: sourcing, engaging, assessing, vetting, hiring, and onboarding
- Project-based recruitment engagements, which have a defined scope of services and timing generally aligned with a client initiative, such as a product launch or seasonal hiring, for a particular location, region, division, or job function
- Front-end recruitment support provides sourcing and screening services to locate candidates and qualify their skills and experience
- Recruiter augmentation delivers scalable and experienced recruiting resource solutions.

In addition to its RPO services, NXTThing provides broader talent consulting offerings, including the following:

- Recruitment branding and recruitment technology
- Recruitment process assessments
- Workforce planning
- DE&I consulting
- Market analysis.

NXTThing is passionate about educating its clients on the ever-changing talent acquisition landscape, listening to what is critically important for their organization, and aligning those values with the needs of the talent workforce. The company's model of full- and part-time staff and solutions focuses on inspiring adaptability, flexibility, and scale while keeping talent at the center of everything it does.

Scope of the Report

The report provides a comprehensive and objective analysis of NXTThingRPO's RPO offerings, capabilities, and market and financial strengths, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, challenges, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base, including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization, including the location of delivery centers.

Global EOR Vendor Assessments are also available for:

ADP

Cielo

IBM

Lorien

NLB Services

Page Outsourcing

PeopleScout

Resource Solutions

Sanderson

Sevenstep RPO

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and an HR Technology & Services practice member. She has global responsibility for key HR areas, including employer of record (EOR) and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience in HR across industry sectors, including aerospace, automotive, energy, government, pharmaceuticals, telecommunications, learning, and business consultancy.

Jeanine possesses significant experience in leading and managing business transformation/integration, competitive and industry benchmarking, HR and learning technology, strategic change leadership, managed service provider engagements, organizational and process redesign, and M&A initiatives.

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About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the “art of the possible” in digital operations transformation. With analysts in the U.S., U.K., Continental Europe, and Asia, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. For vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall conducts rigorous, primary research and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

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