



**NelsonHall**  
TRANSFORM THROUGH INSIGHT

# Vendor Profile

## Recruitment Process Outsourcing

# Cielo

### Report Abstract

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NelsonHall

20 pages

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## Who is this Vendor Assessment for?

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

- Sourcing managers monitoring the capabilities of existing suppliers of Cielo 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

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Cielo is a strategic talent acquisition partner for clients wishing to transform their talent acquisition (TA) function. The 2013 merger between U.S.-based Pinstripe and U.K.-based Ochre House resulted in the formation of Cielo.

Since its inception, the company has completed several strategic acquisitions, including the following:

Backed by its 2018 private equity funding from Permira Group, Cielo acquired China-based AsiaNet in March 2020, expanding its presence in China with service centers in Shanghai, Guangzhou, and Wuhan

The company acquired talent acquisition and technology consulting firm Talent Function in December 2020

In May 2022, the company acquired the boutique human capital consulting firm Peridus Group. Since 2020, Peridus has expanded consulting services for Cielo associated with Workday, HR strategy, technical integration and implementation, and client data migration, strengthening the company's technology advisory and consulting services portfolio and consolidating its consulting services, including DEI and employer branding, into a single strategic consulting practice.

Cielo maintains a broad product and service portfolio comprising:

- Talent acquisition - includes RPO, TA Optimizers (modular RPO), and contingent workforce services
- Search - transparent talent searching for business leaders, including executive search, executive search outsourcing, physician search, project search, and research and insight
- Consulting - strategies and expertise to enhance TA strategy & transformation, HR technology, employer branding & talent marketing, and DEI strategies into a competitive advantage
- Digital Accelerators - intelligent tools enabling recruiters to focus on value-added tasks and support talent mobility through sourcing and engagement, market and talent predictive insights, and GenAI-enabled tools.

Cielo balances direct client interaction and enabling technology via its evolving Cielo TalentCloud platform and ecosystem.

Cielo focuses its service offerings under the following broad categories:

- Talent Acquisition
  - Recruitment Process Outsourcing
  - TA Optimizers
  - Contingent Workforce Solutions
- Consulting
  - TA Strategy & Transformation
  - HR Technology
  - Employer Branding & Talent Marketing
  - Diversity, Equity & Inclusion
- Search
  - Professional and Executive Search
  - Executive Search Outsourcing
  - Physician Search
  - Project Search
  - Research & Insight
- Digital Accelerators
  - Cielo Source & Engage
  - Cielo Insights
  - CLO.ai.

## Scope of the Report

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The report provides a comprehensive and objective analysis of Cielo’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.

## RPO Vendor Assessments are also available for:

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ADP

Advanced RPO

Hudson RPO

IBM

Instant Impact

Korn Ferry

Lorien

Manpower Group Solutions

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Sanderson.

## 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), recruitment process outsourcing (RPO), and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience 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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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](mailto:guy.saunders@nelson-hall.com)

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