



Resource Solutions

Next Generation Recruitment Process Outsourcing

**Vendor Assessment
Report Abstract**

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**By Nikki Edwards
Principal Research Analyst
NelsonHall**

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research.nelson-hall.com





Who Is This Vendor Assessment For?

NelsonHall's Next Generation Recruitment Process Outsourcing vendor assessment for Resource Solutions is a comprehensive assessment of Resource Solutions' recruitment process outsourcing (RPO) offering and capabilities, designed for:

- Sourcing managers investigating sourcing developments within RPO
- HR decision makers exploring the benefits and inhibitors of RPO as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to identify developments and target opportunities within managed service programs
- Financial analysts and investors specializing in, or covering the HR outsourcing industry and suppliers.

Key Findings & Highlights

Resource Solutions was established in 1997 to offer outsourced recruitment services (RPO and MSP).

Resource Solutions serves ~42 RPO clients which have full end to end RPO contracts. Established RPOs include banking, engineering, financial services, insurance, media, etc. Resource Solutions offers end to end (enterprise) RPO, project RPO, sourcing and screening, hybrid RPO and total talent models.

Resource Solutions' 2016 total revenues were \$533.5m (40.0% of Robert Walters plc's total revenues). NelsonHall estimates Resource Solutions' 2017 total revenues will be ~\$700.0m.

Resource Solutions is focusing on high-touch flexible models across end to end RPO, RPO/MSP and total talent (tailored by industry, organization size and maturity of market). It will continue to develop value-add services (encompassing a total talent approach) and trial new offerings with clients; continue to expand its SSC infrastructure to cope with strong growth; develop the capabilities of its own internal resources; and continue to evolve/develop its talentsource platform and third-party tools/technology (chatbots, NLP, ML and gamification).



Scope of the Report

The report provides a comprehensive and objective analysis of Resource Solutions' recruitment process outsourcing offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments in both its service and technology
- Analysis of the company's strengths, challenges, and outlook
- Revenue
- 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 key offerings (service model and service components)
- Analysis of the company's delivery capability (including the location, size and scale of delivery operations; and delivery via technology).

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Report Author

Nikki Edwards

nikki.edwards@nelson-hall.com