



Recruitment Process Outsourcing

Sanderson

Report Abstract

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Who is this Vendor Assessment for?

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

- Sourcing managers monitoring the capabilities of existing suppliers of Sanderson 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

Founded in 1982 in Clifton, Bristol, U.K., Sanderson Recruitment (Sanderson) is an independent global recruitment company providing permanent and contract recruitment, recruitment process outsourcing (RPO), project-based recruitment, executive search, managed solution provider services, and specialized government and defense talent solutions.

In the past five years, Sanderson has grown inorganically by acquiring several recruiting companies. In 2019, Sanderson acquired the U.K. recruitment division of Sopra Steria, rebranded as Intelligent Resource, and secured a substantial shareholding in international recruitment consultancy IKAS Global, providing a platform to access markets in the Asia Pacific region. In January 2021, the company expanded its international footprint by acquiring U.K. recruitment company Highams and three further trading divisions of Nakama Group plc - Nakama U.K., Nakama Hong Kong, and Nakama Singapore. The company expands its capabilities and global footprint using organic and inorganic strategies.

Sanderson maintains twelve offices globally, designing solutions supporting its clients' business plans in the U.K., Australia, Ireland, Singapore, India, and Hong Kong, and comprising:

- Recruitment Services, comprising contract and permanent recruitment, multi-sector vertical market expertise, and global recruitment delivery
- Recruitment Process Outsourcing, including Enterprise, Flexible, and Talent Partnering models
- Managed Service Programs (MSP), managing the entire contingent worker lifecycle from resource planning and approvals through the end-to-end recruitment process to onboarding, payroll, extension management, and offboarding
- Executive Search, providing executive search and selection, research and talent pooling, and succession planning
- Projects' solutions from Sanderson include identifying and validating specialized and flexible resources supporting interim team assignments using a risk/gain sharing contracting model
- Specialist Government & Defense Sector, sourcing and placing high-caliber professional talent to work within the U.K. Government and Defence sector

- Talent Insights, analytical projects ranging from salary benchmarking for a single vacancy to multi-region competitor analysis and talent pool insights supporting global location strategies.

Sanderson focuses on its data-driven approach and the specialized expertise of its team in nurturing its long-standing client engagements.

Sanderson structures its recruiting services into three delivery models:

- Enterprise RPO - Sanderson provides a full-service solution, from pipelining, sourcing, and screening to offering administration and onboarding
- Flexible RPO - an agile approach to addressing short-term spikes in hiring demand or tackling specific recruitment challenges, often aligned to a particular location, division, or skill set. In this hybrid service, Sanderson works as an extension of the client's TA team to support a specific project or as part of a longer-term partnership
- Talent Partnering - a resource augmentation solution in which Sanderson deploys a dedicated team working in partnership with the client's TA team. Talent Partnering is an effective solution when addressing challenging locations or ongoing demand for niche or specialty skills.

Scope of the Report

The report provides a comprehensive and objective analysis of Sanderson’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:

ADP

Advanced RPO

Cielo

Hudson RPO

IBM

Instant Impact

Korn Ferry

Lorien

Manpower Group Solutions

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout.

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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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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