



Next Generation RPO

Sanderson

Report Abstract

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Who is this Vendor Assessment for?

NelsonHall's Next Generation 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.

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, consisting of contract and permanent recruitment, multi-sector vertical market expertise, and global recruitment delivery
- Solutions, including RPO, managed service programs, project RPO, and tailored talent solutions
- Executive Search services, which provide 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.

Sanderson focuses on its data-driven approach and the specialized expertise of its team in nurturing its long-standing client engagements. The company also credits its internal culture, including internal mobility opportunities, direct monthly meetings with the CEO, and is viewed by employees as a fun place to work, with the longevity of its staff.



Sanderson positions itself as an expert in all talent management solution areas across both permanent and contingent workforces. Its approach is centered on collaboration and partnership, never considering a solution until its team fully understands the challenge and project goals. The company then designs and implements a custom solution aligned with the client’s organizational needs.

The company attributes its success to its experienced recruiting team, high employee retention rate, deep market understanding, and effective management of its talent acquisition operations. Its recruiters consult with hiring managers and develop strong client partnerships. This approach has enabled Sanderson to significantly reduce time-to-fill and create a predictable talent acquisition model for its clients. The continuity of its resources and collaborative relationships are the keys to its long-term client relationships.

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

Cielo

IBM

Lorien

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Resource Solutions

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.

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