

Benefits of Outsourcing recruitment process to

Goldenhut Ltd

Human resource is a vital component of any businesses success. Unfortunately, too many businesses get caught up in the processes. Searching for suitable talent, sifting through CVs, responding to candidates, arranging interviews, checking references and conducting background checks are all very necessary but time-consuming and costly exercises. Our RPO solutions reduce employers' recruitment costs with a flexible-pay-for-performance model that deploys recruitment more efficiently when undertaking volume recruitment projects. We can also provide customers with a dedicated on-site or off-site professional.

The benefits of using our RPO service:

- Quick access to most qualified and skilled man power
- Reduced time to recruit staff
- Reduced recruitment costs
- Removal of administrative burdens of recruitment
- Improved retention of staffs
- Mitigation of operational risks
- Accessing the best available technology
- Greater management buy-in to the recruitment process

In delivering a RPO service, Goldenhut Ltd takes ownership for all or a discrete part of your recruitment process.

We take full responsibility for enhancing the output. RPO is however more than simply changing who is operating the recruitment function and it delivers significant benefit when compared to a traditional managed service, master vendor, or preferred or sole supplier relationships offered by many recruitment companies. Goldenhut Ltd. RPO service involves a comprehensive re-engineering of recruitment and resourcing within an organization.

Recruitment Outsourcing is not required for your Organization

Think again...

Recruitment is the main HR function that almost all companies are outsourcing to agencies. Though human resource is considered as an important aspect of an organization and said to be the greatest asset but

“Greatest asset is the greatest expense”

On the one hand it involves a great number of low value administrative activities. On the other, it is an increasingly complex function that requires specialist knowledge and expertise to capitalize on the vastly expanded sources of candidates. In order to cope with the current scenario most of the companies prefer to outsource their recruitment process to access their expertise and network and to get best talent without any hassle.

You may consider

- With an RPO agency, Companies need not have to plan their future man power requirements much in advance.**
- Companies will be free from salary negotiations, weeding the unsuitable resumes/candidates.**
- Companies can save lot of their resources and time.**

We reduce your stress

- We reduce, Cold calls by up to 70%
- Time spent on CV vetting by upto 40%
- Time spent on interviews by up to 30%
- Reduce administration by up to 90%

Our Methodology

When any organization needs recruitment support, may it be for a selected element of recruitment function or requires a complete enterprise RPO solution, a strategic recruitment solution is what we offer to our clients which is needed to achieve business impact, applying a best practice engagement methodology that spans key areas of activity.

We adopt recruitment methodology to suit the need of our clients. Our candidates are presented on the basis of a match against Pre-determined competencies. We do not believe in a perfect candidate. As such, our candidates are presented realistically and truthfully against the competency model. The decision to hire or not by our client, is ultimately based on whether any deficiencies against the required competencies represents an “area for development” or a “deal breaker”.

Our recruitment process has been depicted below-

Our recruitment phases

PHASE-1: (Briefing)	<u>Context & role detail</u> <ul style="list-style-type: none">· Client profile and value proposition· Cultural fit· Team Structure· Skills, Experience and qualifications· Responsibilities, objectives and KPIs	<u>Benefits</u> <ul style="list-style-type: none">· Minimize interviewing time· Maximize attraction and retention of quality people
PHASE-2: (Producing the short list)	<u>Sourcing</u> <ul style="list-style-type: none">· Targeted research· Candidate referrals· On-line & print advertising campaigns· Extensive candidate network	<u>Benefits</u> <ul style="list-style-type: none">• Engage both active and passive candidates• Generate a short list of quality people
PHASE-3: (Interviewing)	<u>Methodology</u> <ul style="list-style-type: none">· Preparation & planning· Ongoing communication & feed back· Candidate & client briefing· First round interviewing (MCQ)· Candidate & client re-briefing	<u>Benefits</u> <ul style="list-style-type: none">· Effective candidate assessment· Bench marking against role criteria· Clarity in decision making
PHASE-4: (Quality checking)	<u>Checks</u> <ul style="list-style-type: none">• Educational & professional qualifications• Verbal references• Background checks• Psychometric and aptitude testing	<u>Benefits</u> <p>Confidence in hiring decision</p> <p>Providing useful information for management of candidates</p>

And finally we follow...

PHASE-5:
(Managing the
offer)

The Offer

- Open communication with the candidate
- Open submission of the remuneration & requirements

Benefits-

- Removes emotions from negotiations
- Ensure mutually beneficial outcomes

We add value to the recruitment function of our clients through our work process. In the event that either the prospective client or we believe that outsourcing all or an element of the recruitment function will not add value, **there is no cost implication** to the client. Further, we sign a confidentiality clause in which we undertake not to utilize any information to our client's detriment.

Our add-on services

In addition, we are able to recommend psychometric profiling tools that measure the specific competencies or behaviors being sought. Where necessary, we will also undertake qualification checks with tertiary institutions, credit and criminal record checks.. The production of a short-list is only part of the process for our team. They will facilitate the interview process to its conclusion. To this end they provide guidance and support to your line managers during the hiring process. Reference checking is an integral part of our process. Our belief is that a candidates historic behavior patterns are likely to be repeated. To this end we undertake comprehensive reference checks to validate our interview findings. The thoroughness of the process reduces, significantly, the likelihood of any surprises once a candidate commences duties and therefore reduces the risk inherent in every new hire.

COST IMPLICATIONS

CONSULTATION AND REGISTRATION FEE: N50, 000

CLIENT EMPLOYEE PROFILLING: N10, 000

DATA RESOURCE PROCESSING: N180, 000

ONLINE AND PRINT PUBLICATIONS: N40, 000

INTERVIEW AND QUALITY CHECKING: N300, 000

BACKGROUND CHECK AND FINAL INTERVIEW: N 200,000

PROFESSIONAL FEES: N800, 000

**TOTAL: N1, 580,000 (One Million, Five Hundred and Eighty
Thousand)**

**We conduct quality reviews and take clients' feedback For
continuous improvement in our services**

For our RPO and other HRO services

Contact us

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