

## Defining & Delivering Efficient Talent Acquisition & Human Capital Solutions

A cohesive Recruitment and Talent Management strategy is critical to the success of any progressive organisation. Driving a business forward hinges on its ability to attract and retain talent, how you achieve this goal requires more than “off the shelf” or “out dated” recruitment processes.

The future success of your organisation may depend on the ability of a Human Capital Partner to design, transform and implement tailor made workforce and talent acquisition solutions that are designed to feed your need for talent and realise your long term strategic goals.

### About Us:

Gabriel & James Human Capital Solutions was founded upon the principals of delivering talent through a consultative approach, sound research principals and the highest levels of client and candidate service.

Our experience of delivering “Board Level” Executive Searches provides us with a rare “top down” understanding of the complex resourcing issues faced by our clients in a talent hungry market.

By going beyond pure process and transactional functions, and taking a strategic and analytical approach to talent management, our solutions are supported by sophisticated workforce modelling and sound economic principals that enables our clients to predict the trends likely to affect their business and plan for their impact, not just react to them.

For each day a vacancy remains unfilled a client may be losing money, customer satisfaction, product development time, market share and ground in a whole host of other areas, therefore time is of the essence. We understand the recruitment market and have carefully selected staffing partners who allow us the depth, consistency, scale and capacity to deliver on a global scale the quality and volume of talent required by a client.

### What we do:

We help organizations manage their investment in human capital whilst achieving quantifiable performance improvements across human resource strategy and service delivery, HR technology, outsourced administration, training, compensation & benefit design, implementation, employee & organisational communication, administration & development, payroll and employee compensation.

With a menu of services we can take responsibility for resourcing and administering all of clients search, permanent, temporary and interim requirements globally or used in part to compliment existing HR departments.

***Recruitment Process Outsourcing?*** The concept of RPO is nothing new, it traces its origins back to Silicon Valley in the 1970's, when fast-growing high tech companies needed a process to manage and attract the talent needed for their rapid growth.

A modern day RPO encompasses continuous management of an organisations recruitment activity through the transition, transformation, and delivery of integrated end-to-end processes across the complete recruitment lifecycle.

True RPO solutions manage the process from graduate through to C-level and help solve issues of internal mobility, redeployment, outplacement, temporary and contractor procurement in a one supplier package. This fundamentally differs to traditional staffing methods where staffing firms are a part of a process controlled by the company buying their services.

The goal of an RPO contract is to maximise an organisations return on investment from their Human Capital, taking away the administrative burden of managing a Direct and Contingent Workforce, and therefore allowing an organisation to focus on their core, strategic activities.

A further benefit of RPO is in the change from fixed to variable costs which will fluctuate with recruitment activity. This allows the organisation to pay by transaction instead of staff member, avoiding poor staff utilization or any need to downsize staff numbers when activity is low.

Put simply a well managed Recruitment Process provides a higher number of quality candidates, identified quicker, reduced time to recruit staff, reduction of recruitment costs and improved retention of staff.

***Gabriel & James RPO Solutions:***

Our goal is to create definition and depth to a clients overall recruitment and hiring strategy. Through a due diligence process we will define if any outsourcing of your company staffing processes is right for your organisation, where it may fail, or prove a poor organizational fit that actually reduces the effectiveness of your recruitment strategy.

RPO will free your HR team from the time consuming and distracting administrative and data management activity associated with the recruiting process. It also helps focus and build workable direct hire and employer branded systems that achieve substantial reductions in your cost of recruitment.

By moving from a decentralized to a centralized end-to-end RPO model we help achieve visibility and create seamless process for the client and a better candidate experience.

When considering outsourcing of your recruitment processes it is important to understand that outsourcing will not magically solve staffing issues. An RPO solution may not help a company's with its poor existing processes or one perceived negatively by potential employees. In these scenario's we advise on operational changes to improve the employer branding, retention and staff deployment.

Likewise organizations with efficient hiring process, viewed as employers-of-choice, may not receive any benefits from outsourcing, in this instance we advise on where to achieve better efficiencies.

We can immediately deploy our based on the changing needs of our clients. This scalability is the real value proposition of our end-to-end RPO solution, given that most companies are not well-equipped to rapidly scale up and down to meet their staffing and recruitment needs.

Be it the creation of an on-site team that blends into your culture or a managed unit in our offices, we offer access all available recruiting media incorporating the Internet, posters, local newspapers and 3<sup>rd</sup> party vendor management.

On senior appointments or in to supplement niche areas our executive search support and research team is geared towards surfacing those hard to find and passive candidates.

We offer clients comfort in the fact that specialists are performing the entire spectrum of recruitment services day in and day out and that they understand the compliance requirements.

**Our Menu of Talent Acquisition & Human Capital Services Include:**

***Vendor Management:***

We manage all 3rd party recruitment supplier agreements. We select and maintain the service level agreements and supplier status by continual monitoring and analysis. Our aim is to reduce your administration, provide continuity of candidate screening and maximise the operational and financial benefits each supplier agreement delivers.

We implement into the client's accounts payable or e-procurement system for simple standardized contract management to increase efficiency in Accounts Payable through automated invoice processing.

**H.R. Procedure Audit:**

We aim to benchmark and rate the value of the contribution from your HR function in achieving your organisation's strategic business objectives.

We begin by measuring the cost and risk implications of all permanent, temporary and fixed term contract workers employed globally within the client to ensure contractual compliance with all relevant employment laws.

This can encompass a full audit of employment contracts, benchmarking of salary grades, current policies, best practice and risk.

***This aims to identify:***

- Temp to perm opportunities, understand and redeploy internal staff (both locally and internationally) enabling a rapid respond to changing personnel needs and demands.
- Identify, track and develop, internal high performers and begin the building a dynamically managed talent pool to enable efficient selection and acquisition of external and internal talent.
- Address issues such as management succession planning, general recruitment planning, headcount forecasts, assessment, and production of detailed headcount budgets for cost control and business planning.
- Risks assessment. Risks come in many forms, our expert knowledge help organisations mitigate the risks associated with an inability to scale their business operationally to meet changing market demands, and the risk of non-compliance to legislative and regulatory change

Inline with best practice procedures we can review all assessment material (i.e. manuals, handbooks & systems) for interview assessment, formal interview training, induction and appraisals and if appropriate, create assessment centres for appraisal of all potential employees including a full spectrum of testing systems designed to select the best.

Audit's can include creating or amending any existing procedures from initial recruitment through to retirement and provide diversity monitoring of the recruitment process in accordance with the diversity policies.

Our benchmarking allows evaluation against competitor's employment patterns, headcounts, projects and staff deployment.

***Recruitment Technology:***

Many businesses are either frustrated at the lack of information their recruitment system provides, or unaware of the potential benefits to be gained from interrogating this data.

We enable our clients to capitalise on the data locked away in their existing system, using tools either available in-house or new solutions to extract, present and distribute critical information to the right audiences at the right time in the format.

We have more than 15 years experience of using and specifying talent management and recruitment technology platforms. We are paid for our advice, not by any form of commission from a technology provider. You are therefore assured true impartiality and the best advice for your specific requirement.

***Graduate Selection:***

We offer global management of MBA & Graduate recruiting, including first contact with many leading universities and colleges as well as delivery of client branded high impact "milk round" presentations, created to deliver and attract the highest calibre graduates to our clients.

***Outplacement:***

Our outplacement services extend to all client employees affected by structural and organisational changes. We empower them with the necessary advice, experience, tools and guidance to support transition and change whilst retaining the professional employment cycle of your organisation.

***Interim & Temporary:***

We provide solutions that do not require the direct employment of contingent staff via the standard process. We can lease Gabriel & James employees and contract partners to the client in order to complete any assignment or project without the need for staff to appear directly on the clients' headcount.

For clients requiring talent on an interim or project basis, we can provide fast interim management solutions that access highly qualified individuals and fulfil an organizations needs for a temporary and flexible workforce.

***Employee Screening:***

Gabriel & James can provide fast and thorough pre employment screening, which includes employer references, immigration checks, criminal reference Bureau and security checking as a stand alone or in addition to any service.

***Employee Communication:***

By being a 3rd party, employees are more willing to discuss concerns and worries with us due to our impartiality, than with in house HR departments.

This relieves internal politics and helps achieve employee satisfaction and happiness. It also makes dispute resolution a far cleaner process, as it removes any emotional or personal difficulties.

We deliver information promptly and with compassion ensuring your employees are aware of what is needed of them at all times.

***Payroll Solutions:***

We have the ability to manage all or part of your entire payroll, including pension contribution management. This removes the time and the administrative burden of payroll systems and keeps you automatically 100% compliant with statutory requirements.

For more information or an initial discussion on our Talent Acquisition and Human Capital Solutions contact us at:

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