



Recruitment Process Outsourcing Guide

From full-cycle recruitment to project-based hiring, our RPO services are built to deliver high-impact talent with the flexibility your business needs.

Our Clients

SAMSUNG



DISCOVER

Honeywell

**AMERICAN
EXPRESS**

Crate&Barrel

**ThermoFisher
SCIENTIFIC**



KraftHeinz



EQUIFAX

**IMAX
THEATRE**



**MANN+
HUMMEL**

Bojangles

**Hilton
GRAND VACATIONS**

**NOKIAN
TYRES**

**INSPIRE
Brands**



chewy

Pilot FLYING



Michael's

**SEJ SPORTS
BUSINESS
JOURNAL**

**Six Flags
Entertainment Corporation**

TOSHIBA



Avante Health
Solutions

**HERSHEY
ENTERTAINMENT**

View a comprehensive list of our clients at
searchsolutiongroup.com/our-clients

About Us



Overview

Search Solution Group is a full-service executive search, direct hire, and staffing firm with over 20 years of experience forging connections between leading organizations and uniquely qualified candidates. Having specialized recruitment divisions and exposure to nearly every industry, our firm has the expertise and extensive talent network to tackle any hiring challenge. Our award-winning process, professional headhunting team, and commitment to helping our clients secure top talent sets us apart as one of the leading recruitment firms in the nation.

Our Mission

We are committed to assisting our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation.

Scan the QR code to
learn more about our firm



About RPO

What is Recruitment Process Outsourcing?

Recruitment Process Outsourcing (RPO) is a comprehensive, strategic solution where an organization outsources all or a portion of its recruitment activities to an external expert. Rather than a transactional service like traditional staffing, RPO fully integrates into your company's hiring processes, often functioning as an extension of your internal HR team. This means that your RPO partner doesn't just fill open positions – they become an integral part of your company's recruitment strategy, helping you build a long-term, efficient, and scalable talent acquisition process.

RPO providers manage a wide range of responsibilities, including sourcing, screening, interviewing, and onboarding candidates, ensuring a streamlined process from start to finish. By leveraging expert recruiters and established systems, RPO reduces recruitment costs, shortens time-to-hire, and enhances the quality of talent acquired. Whether your company is scaling quickly, managing ongoing recruitment needs, or facing challenges in hiring for niche roles, RPO offers a flexible, reliable solution that adapts to your business's evolving needs, allowing your internal team to focus on core operations and strategic goals.

Why Choose SSG's RPO Services?

With over 20 years of experience, Search Solution Group delivers RPO services that prioritize speed, quality, and alignment with your ongoing hiring needs. Our RPO teams are U.S.-based, specialized by industry, and integrate seamlessly with internal stakeholders. Whether you're building an executive team or scaling for a product launch, we provide the structure and support needed to hire efficiently. We reduce cost-per-hire, improve candidate quality, and help you build a repeatable, high-performing recruitment process.



Our RPO Services



Full-Cycle RPO

Our Full-Cycle RPO takes full ownership of recruitment from requisition approval to onboarding. We act as part of your team, managing sourcing, screening, interviews, offers, and compliance. This model works best for companies needing scalable hiring across multiple departments or locations.

- Continuous, company-wide hiring support
- Ideal for rapid expansion or multi-location growth
- Frees internal teams by managing every recruitment step



Hybrid-Cycle RPO

Hybrid-Cycle RPO lets you keep control over certain stages while outsourcing the rest. We handle areas like sourcing, screening, or interview coordination to give your team focused support. This approach is ideal for TA teams with volume spikes, hard-to-fill roles, or specific process needs.

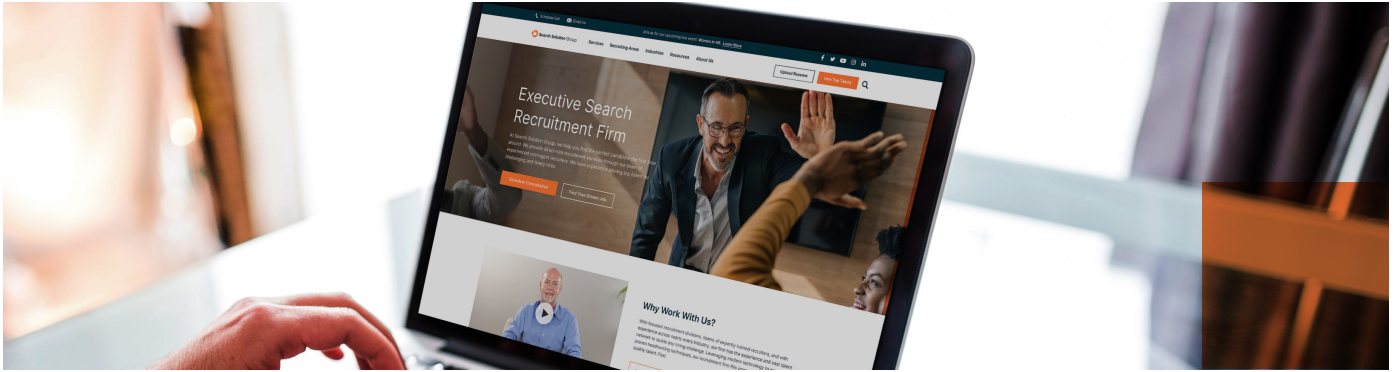
- Targeted support for specific recruitment stages
- Helps manage seasonal or high-volume hiring
- Supports specialized and hard-to-fill positions



Project-Based RPO

Project-Based RPO is a short-term, high-impact solution for urgent hiring needs. Whether opening a new location, launching a product, or managing seasonal spikes, we provide a dedicated recruiting team to meet your hiring goals on time. This model delivers fast, high-quality results without a long-term contract.

- Designed for short-term hiring tied to specific initiatives
- Ideal for seasonal ramp-ups or product or service launches
- Meets hiring deadlines without sacrificing candidate quality



RPO vs. Traditional Recruitment & Staffing Services

Each hiring model brings its own strengths to the table, depending on your goals and timeline. But for organizations looking to build a scalable, streamlined, and fully supported talent strategy, RPO offers the most comprehensive approach. By combining sourcing, branding, technology, and full-process management, RPO creates a seamless solution that drives long-term value. Here's how it compares across the key areas of recruitment.

Feature	RPO	Traditional Recruiting	Staffing
Engagement	Ongoing Partnership	Per-Role or One-Off	Short-Term or Project-Based
Scope	Full-Cycle Support	Sourcing & Shortlisting Only	Sourcing, Screening & Payroll
Scalability	Scales with Volume & Growth	Limited Scalability	Scales Quickly for Temporary Needs
Hiring Volume	5-30+ Hires per Year or Ongoing Efforts	Occasional or Niche Roles	High-Volume or Seasonal
Best For	High-Growth & Team Support	Executive Roles or One-Off Needs	Flexible, Fast Hiring & Project Coverage

To learn more about which recruitment method is right for your business, **[read our blog here!](#)**

Is RPO Right For You?

Signs It's Time to Rethink Your Hiring Approach

If hiring feels reactive, inconsistent, or like it's pulling your leaders away from their core responsibilities, RPO might be the solution. It's built for teams that need structure, speed, and support—especially during growth, high-volume needs, or hard-to-fill searches.

Common Hiring Challenges RPO Solves

- Inconsistent or unstructured hiring processes that slow down growth
- Executives and managers are spending too much time recruiting instead of leading
- Frequent mis-hires that impact team performance and retention
- Internal teams are stretched thin during periods of rapid or high-volume hiring
- Limited in-house recruiting expertise for specialized or cross-functional roles

RPO & Partnership Benefits

RPO is more than a hiring solution—it's a strategic partnership. From owning the entire process to delivering better data and scalability, RPO brings long-term value across every stage of recruitment.

- 1. End-to-End Process Ownership:** RPO partners manage the entire recruitment lifecycle—from workforce planning and sourcing to onboarding and reporting—freeing up your internal team to focus on core priorities.
- 2. Stronger Talent Pipelines:** By maintaining ongoing sourcing efforts, building talent pools, and supporting your employer brand, RPO ensures candidates are ready before roles even open.
- 3. Better Data & Insights:** Access to advanced recruitment technology and analytics means more informed hiring decisions and a clearer view of workforce needs.
- 4. Cost & Quality Optimization:** With a focus on efficiency, RPO reduces hiring costs, improves retention, and minimizes the need for expensive agency fees.
- 5. More Strategic & Scalable:** Embedded within your business, RPO can quickly scale hiring efforts up or down across multiple departments, projects, or regions.

Our RPO Process

Our RPO process is designed to simplify hiring, reduce costs, and deliver lasting talent results—customized to your business and led by experts who act as an extension of your team.

1

Align & Plan

We start by understanding your goals, culture, and workforce needs. Then, we build a recruitment roadmap aligned with your priorities and growth strategy.

2

Attract & Promote

We strengthen your employer brand and market roles across the right channels. Our team crafts compelling job posts and outreach to attract top talent.

3

Headhunt & Source

Our recruiters source both active and passive candidates through direct outreach and smart tools. Every candidate is vetted to meet your role and culture needs.

4

Hire & Optimize

We manage interviews, offers, and onboarding for a smooth experience. After the hire, we track results and refine the strategy to improve outcomes.



Scan to Schedule a Meeting

Discover how our RPO services can streamline your hiring process, reduce costs, and connect you with top talent—faster and more efficiently.



Recruitment With Purpose

We believe success is not just filling positions; it's delivering exceptional results through unmatched customer experiences, driven by an unwavering commitment to our core values in every aspect of our work.

Grit

Our perseverance and determination define us. Grit keeps us moving forward, tackling tough searches, and always meeting client needs.

Responsiveness

We move fast and communicate clearly. Whether it's a candidate's question or a client's request, we ensure everyone feels heard and supported.

Integrity

Trust is built on honesty. We uphold the highest ethical standards, acting with transparency and putting our clients' and candidates' best interests first.

Teamwork

Success is a team effort. We collaborate, support one another, and grow together, knowing that our success is stronger when we work as one.

At Search Solution Group, we combine a diverse range of skills, expertise, and perspectives, all aligned with one clear mission: to assist our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation. Our success is built on a foundation of collaboration, mutual respect, and a shared commitment to helping our clients and candidates achieve lasting success. We take pride in our ability to drive results and create opportunities that enable both businesses and professionals to excel, understanding that our collective achievements are a direct reflection of the value we bring to those we serve.



Learn More About Search Solution Group



Email: info@ssgresume.com
Web: searchsolutiongroup.com



Phone: 704.332.8702



Address:
501 Minuet Ln.
Charlotte, NC 28217