

## Our RPO Solutions

### OUR ONE-STOP RECRUITMENT PROCESS OUTSOURCING (RPO) SOLUTIONS

- **Customized & Client-Focused RPO Solutions:** We provide flexible RPO models based on your specific recruitment needs.
- **Multilingual & Experienced Recruiters:** Our dedicated team of multilingual recruiters are experts in their fields (Technology, Healthcare, and Logistics) and can deliver your Cross Border RPO projects.
- **Cost Effective RPO Solutions:** Our services will streamline your recruitment process to deliver optimal results with the most efficient cost structure.

### WE CAN HELP YOUR ORGANIZATION WIN:

#### Total RPO Solution

##### End-to-End Recruitment Process:

- Raising Job Requisition
- Talent Mapping
- Candidate Sourcing
- Candidate Assessment
- Offer Negotiation
- Offer Initiation
- Onboarding

#### Flex RPO Solution

##### Highly Customizable Task-Based RPO

- Recruitment Coordination
- Interview Scheduling
- LinkedIn Sourcing
- ATS Updates
- Talent Mapping
- Background Checks

#### Project-Based RPO

##### Project-Based RPO (Short-Term Projects)

- Dedicated Recruiter to Deliver Specific Headcounts Requirements
- Interim Recruiter Onsite for Specific Timeframe

### ABOUT COMRISE

As one of the world's leading human resource service organizations, Comrise provides customized talent solutions that exceed our clients' needs in various business scenarios. With our vast network and pipeline of top global talent, we can lead your organization toward success. Check out our China website here: [www.comrisechina.com](http://www.comrisechina.com)



## RPO Case Studies

### #1. A PROFESSIONAL SERVICES FIRM

#### **Challenges:**

- Standardized transformation of recruitment and onboarding process with speed and quality.
- Experience-driven onboarding
- Unstable workflow efficiency
- Lack of upskilling and training opportunities
- Unequal share of workload

#### **Solutions Provided:**

- Developed technology that enabled a high-touch TA experience, resulting to increased hiring manager satisfaction and time-to-fill.
- Introduced new technology that enabled automation of the process, ensuring consistency and improvements in productivity and efficiency.
- Streamlined processes and workflows by determining immediate priorities and assigning teams to specific tasks.
- Created a learning and development program that addressed upskilling and training needs
- Assessed the workload situation, examining individual roles and ensuring expectations/roles are clear.

#### **Contact Us:**

Email:  
kc.gan@china.comrise.com

### #2. A TECHNOLOGY COMPANY

#### **Challenges:**

- Unpredictable hiring volumes
- Lack of reporting and analytics or any collective way to identify and share best practices
- Fast-scaling requisition requests requiring rapid deployment of Risewave resources and strategies
- Hiring Manager delayed feedback, resulting to increase of fall outs

#### **Solutions Provided:**

- 24-hour ongoing sourcing efforts across the globe for high priority projects and volume spikes.
- High efficiency end-to-end recruitment process with focus on speed and quality.
- Stakeholder calibration and management: strong engagement and partnership between Risewave talents and clients to unify commitment to change.
- Workforce planning by conducting talent mapping, market research, and candidate attraction strategies.
- Recommended alternative interview process to decrease wait time for candidates.

Website:  
www.comrisechina.com