

PHASE 1

Solution Development

We take a customized approach to your RPO service; we can handle all or part of your full recruitment process. Together, we'll determine the best option.

Standard Operating Procedure Agreement

Since RPO is a true partnership, we'll agree on who owns what, and develop our service level agreements. Then, we shake!

Recruitment Marketing Plan

We develop sourcing strategies based on our comprehensive job and market knowledge and put big ideas into even the smallest marketing campaigns to attract the right talent.

Service Team Intros

Let's put some faces with some names. We'll introduce your Account Service Team, which can include Recruiting and Account Managers, all the way up through our Integrity Senior Leadership Team.

PHASE 2

Source

Off we go! Your custom, on-brand recruitment marketing plan is put into action as we start to build your talent pool.

Pre-Screen

We want the associates we place with you to succeed, so we put every applicant through a quick pre-screen before we qualify them as a candidate.

Qualify

We look beyond fundamental job skills to find associates who can thrive within your culture. We seek softer skills that can transform qualified associates into successful employees.

Candidate Presentation

Once qualified, your HR team will receive a resume and bio for each candidate so that you can make informed decisions on who you'd like to meet!

PHASE 3

Interview Prep

Ready, set, prep! We fully prep candidates for your interview to ensure the time you spend with them is informative and productive.

Interview Coordination & Feedback

Time crunched? We coordinate all interviews and collect post-interview feedback, eliminating time-consuming admin tasks for your team.

Pre-Start Assessments

Let's test for success. We administer technical, behavioral, and personality-based testing to ensure all candidates are the perfect fit.

PHASE 4

Candidate Reference Checks

We perform a thorough reference check to verify experience and performance, then deliver the responses for your review.

Offer & Start Coordination

Ready to make an offer? We're on it. We present the candidate offers and coordinate their start date with your HR team. We even help with drug and background testing and orientations!

4 PHASES OF THE INTEGRITY RPO PROCESS

POWERED BY INTEGRITY



- SOLUTION DEVELOPMENT
- STANDARD OPERATING PROCEDURE AGREEMENT
- RECRUITMENT MARKETING PLAN
- SERVICE TEAM INTROS

- SOURCE
- PRE-SCREEN
- QUALIFY
- CANDIDATE PRESENTATION



- INTERVIEW PREP
- INTERVIEW COORDINATION & FEEDBACK
- PRE-START ASSESSMENTS

- CANDIDATE REFERENCE CHECKS
- OFFER & START COORDINATION

