



# Recruitment Projects Partnerships

Providing sustainable, scalable and cost-effective solutions across the full recruitment lifecycle



# Is recruitment causing you a headache, but you don't want to employ an agency?

Our RPP solution enables you to solve any challenges within all aspects of your recruitment strategy, addressing the core issues negatively affecting your recruitment processes.

If you don't get it right, you will struggle to attract the right talent or lose the great talent you worked hard to attract.

Our mission is to solve your recruitment challenges through building long lasting relationships that are personal, engaging and deliver results.



## How can RPP help you?



**Watch Connor's Jon Sleightholme explain what RPP is and how it can help you and your organisation**



Our specialists recognise the frustrations and challenges HR teams experience today when it comes to recruiting – and more often than not these require bespoke solutions to set you up for future success.

**Typical challenges we help our clients overcome include:**

- Resource and capacity issues
- Lacking in recruitment expertise or capabilities
- Appropriately identifying and filling roles you need
- Extended lead time to hire talent
- Losing candidates, ineffective hires or unfilled roles
- Not understanding issues in your recruitment process
- Large scale recruitment initiatives or recruitment change projects

If any of these resonate with you, have recurring recruitment challenges or just generally believe your recruitment strategy could be more efficient or effective, we'll be able to help.

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***“Jon and the Connor team understood us from the start... and found us the great people we needed for where the business is going next, without taking away any of the great stuff we had in place before.”***

**- Mike George, MyTag CEO & Owner**



**Watch Connor's Jon Sleightholme describe the typical challenges we help our clients to overcome**









## Our clients benefit from:

Time and cost savings through more effective hires

Speaking to the right people, leading to better quality applicants

Building effective talent pools, future-proofing your recruitment

Improved, sustainable and successful processes that deliver

Higher levels of attraction and retention

Specialist support and best in class solutions



**Watch Connor's Jon Sleightholme discuss the benefits that our clients have experienced partnering with Connor**



# How it works



## Diagnostics

Providing a comprehensive audit and understanding of issues, creating recommendations to make your recruitment strategy more effective.



## Implementation

Building a process that is robust and sustainable, offering ongoing support if relevant.



## Education

Providing you with the tools and knowledge so you can future-proof your recruitment activities

**We immerse ourselves with your business and processes so we can identify all the challenges holding you back.**

We will analyse your recruitment journey against a number of measures, which may include:

- The number of phases within the recruitment process and the value that each brings
- Employer brand and EVP
- The approach and routes to market for open roles
- The methodology used to assess candidates throughout the process
- The lead time between activities and agility of your recruitment
- Candidate experience, management and communication through the process
- The average/typical cost of a hire and employee turnover
- Role benchmarking and competitiveness in the market

### Preparing for market

From understanding where you have gaps, we'll be able to provide bespoke recommendations and tailor a recruitment strategy that optimises what you have in place, fills in the gaps, and manage will build your employer brand.

We collaborate closely with your team and hiring managers, developing tools and methods of working.

### Setting you up for success

Our mission is to enable you to achieve a sustainable and effective strategy that delivers long term results. We not only implement a solution tailored to your requirements, but also provide you with processes and knowledges so you can achieve success long term.



## How are we different

**Unlike recruitment agencies and RPOs, our aim is not to become indispensable!**

We pride ourselves on truly understanding your business, challenges and goals, meaning we can drive into the core of any issues and deliver long lasting results. Our specialists work in true partnership with your team, optimising your processes, sharing tools, and implementing a strategy that you can use and develop to future-proof your recruitment for success.

We've helped many of our clients get out of the recruitment trap and stop relying on agencies.

## Not sure how much support you will need?

**Whether you need specific project support or want to level up your entire recruitment strategy we can offer the level of support that's appropriate for you, whether it's:**

- Assessing and improving your recruitment processes
- Acting as a recruiter on demand if you're struggling to attract the right talent
- Running a proportion of your recruitment requirements or projects
- Fully managing your recruitment activities

Whatever solution fits your requirements, we're here to help.



***We make it our priority to give you the tools and teach you to fish!***

# At Connor, we are here to help

Our clients tell us that they choose to work with Connor because they trust us to represent them authentically and to care about their organisation and finding the right candidates just as much as they do.

**If you want a true partner, focused on making recruitment work properly for you, contact us today on + 44 (0)1491 414010 or via email at [info@connor.co.uk](mailto:info@connor.co.uk) or visit our website: [www.connor.co.uk](http://www.connor.co.uk)**

