



NelsonHall
TRANSFORM THROUGH INSIGHT

Vendor Profile

Next Generation RPO

Cielo

Report Abstract

February 2024

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21 pages

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Who is this Vendor Assessment for?

NelsonHall's Next Generation RPO profile on Cielo is a comprehensive assessment of Cielo's offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of Cielo and identifying vendor suitability for RPO RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the RPO sector.

Key Findings & Highlights

Cielo is a strategic talent acquisition partner for clients wishing to transform their talent acquisition (TA) function. The 2013 merger between U.S.-based Pinstripe and U.K.-based Ochre House resulted in the formation of Cielo.

Backed by its 2018 private equity funding from Permira Group, Cielo acquired China-based AsiaNet in March 2020, expanding its presence in China with service centers in Shanghai, Guangzhou, and Wuhan. In a second acquisition, the company acquired talent acquisition and technology consulting firm Talent Function in December 2020. In May 2022, the company acquired the boutique human capital consulting firm Peridus Group. Since 2020, Peridus has expanded consulting services for Cielo associated with Workday, HR strategy, technical integration and implementation, and client data migration. The acquisition strengthens the company's technology advisory and consulting services portfolio and consolidates its consulting services, including DEI and Employer Branding, into a single strategic consulting practice.

The company aims to lead its clients with market-leading solutions, delivering value and impact. Cielo maintains a broad product and service portfolio comprising:

- Talent acquisition - the people, process, and technology making the business of talent effective and candidate-first, including RPO, TA Optimizers, and contingent workforce services
- Consulting - strategies and expertise to enhance employer branding, technology, and DEI strategies into a competitive advantage
- Search - tech-forward and transparent talent searching for business leaders, including executive search, executive search outsourcing, physician search, project search, and research and insight
- Digital Accelerators - intelligent tools enabling recruiters to focus on value-added tasks and support talent mobility through sourcing and engagement, market and talent predictive insights, and GenAI-enabled tools.

Cielo balances direct client interaction and enabling technology via its evolving Cielo TalentCloud platform and ecosystem.

Scope of the Report

The report provides a comprehensive and objective analysis of Cielo’s RPO offerings, capabilities, and market and financial strengths, including:

- Identification of the company’s strategy, emphasis, and new developments
- Analysis of the company’s strengths, challenges, and outlook
- Revenue estimates
- Analysis of the profile of the company’s customer base, including the company’s targeting strategy and examples of current contracts
- Analysis of the company’s offerings and key service components
- Analysis of the company’s delivery organization, including the location of delivery centers.

RPO Vendor Assessments are also available for:

ADP

Avencia

IBM

Lorien

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Resource Solutions

Sanderson

Sevenstep RPO

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and an HR Technology & Services practice member. She has global responsibility for key HR areas, including employer of record (EOR) and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience in HR across industry sectors, including aerospace, automotive, energy, government, pharmaceuticals, telecommunications, learning, and business consultancy.

Jeanine possesses significant experience in leading and managing business transformation/integration, competitive and industry benchmarking, HR and learning technology, strategic change leadership, managed service provider engagements, organizational and process redesign, and M&A initiatives.

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About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the “art of the possible” in digital operations transformation. With analysts in the U.S., U.K., Continental Europe, and Asia, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. For vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall conducts rigorous, primary research and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

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