



Seven Step RPO Recruitment Process Outsourcing

Vendor Assessment
Report Abstract

May 2016

By Gary Bragar
HR Outsourcing Research Analyst
NelsonHall

12 pages

research.nelson-hall.com





Who Is This Vendor Assessment For?

NelsonHall's recruitment process outsourcing vendor assessment for Seven Step RPO is a comprehensive assessment of Seven Step RPO's recruitment process outsourcing offering and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of recruitment process outsourcing and identifying vendor suitability for recruitment process outsourcing RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the support services sector
- HR decision makers.

Key Findings & Highlights

Seven Step RPO is a specialist RPO provider operating across North America, Europe, Asia Pacific and Latin America. It has ~320 RPO dedicated employees serving ~24 RPO clients across 49 countries. In 2015 it performed ~28k end to end hires.

Seven Step RPO's primary solutions are enterprise RPO, project RPO and extension RPO (recruitment staff augmentation resources).

Seven Step RPO has two key proprietary IP investments:

- Proprietary recruiting training program, with a catalog of >160 training courses, with eight certifications that have been developed in house. The program is managed via an internal LMS (Cornerstone)
- Proprietary Talent AITM (actionable intelligence) recruitment analytics platform: provides tools, reporting, and analytics that drive both the client's and Seven Step's productivity and efficiency. It aggregates data from multiple systems (ATS, RMP, CRM, etc.)

Seven Step targets RPO engagements where it can evolve and elevate recruitment performance to achieve a higher quality of hire, better candidate experience, and guaranteed hiring manager satisfaction.

In 2015, Seven Step invested heavily in its Global Transformation Services function to support ongoing recruitment innovation. The department's methodology is based on Six Sigma LEAN business practices that focus on the elimination of recruitment "waste" and continual improvement of the delivery process.

Scope of the Report

The report provides a comprehensive and objective analysis of Seven Step RPO's recruitment process outsourcing offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, 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, size and scale of delivery locations and their activities.



Contents

1.	Background
2.	Revenue Summary
3.	Key Offerings
4.	Delivery Capability and Partnerships
5.	Target Markets
6.	Strategy
7.	Strengths & Challenges
	7.1 Strengths
	7.2 Challenges
8.	Outlook

Report Length

12 pages

Report Author

Gary Bragar

gary.bragar@nelson-hall.com

Recruitment Process Outsourcing Vendor Assessments also Available for:

ADP

Alexander Mann Solutions

Allegis Global Solutions

Capita

Cielo

Futurestep, a Korn/Ferry company

Hudson

IBM

KellyOCG

ManpowerGroup Solutions

PeopleScout

Randstad Sourceright

RTM

TMP Worldwide

WilsonHCG.