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RPO MAP

1 — INTERNAL

Describe Current Org chart for Business and Affiliates
Define all Business Initiatives 2019-2022
Describe Org Chart Future State 2019-2022

2 — INTERNAL

Declare and ratify list of Org Chart gaps, risks, challenges
Create Master Hiring Plan across all initiatives
Create Master Outsourcing Plan: Contractor, Consultant, Temp
Establish Hiring Process, Workflow, and Metrics

3 — INTERNAL

Create Ideal Candidate Profiles
Job Descriptions: Total Comp, and Promotion Gates
Define Quality of Hire (QOH) & Value of Hire (VOH)
Ask: What Does Success Look Like?

4 — EXTERNAL

BRG becomes extension of Client Brand
Create Value Proposition/Pitch
Sourcing Plan: Webpage, LinkedIn, WeChat
Representation at Tradeshows, Interviews, Authoring
Job Boards: Routine Messaging

5 — EXTERNAL

Collect/Mine CV's
Screening: CV, Phone, Questionnaire
Candidate Tracking

6 — EXTERNAL

Interviewing: Logistics, Travel, Visa
Interviewing: Questions, psychometrics
Background check/Drug testing
Reference check
Scoring and Rating
Offer letter and tracking

7 — BOTH

Hiring / Onboarding!
Internal Training
External Training

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