

Page Outsourcing



Statement of Capability

**One contact for a world of candidates.
One contract for recruitment.
One partner.
One Page Outsourcing.**

A global business with regional expertise, supporting our clients to source the best talent, efficiently.



Page Outsourcing

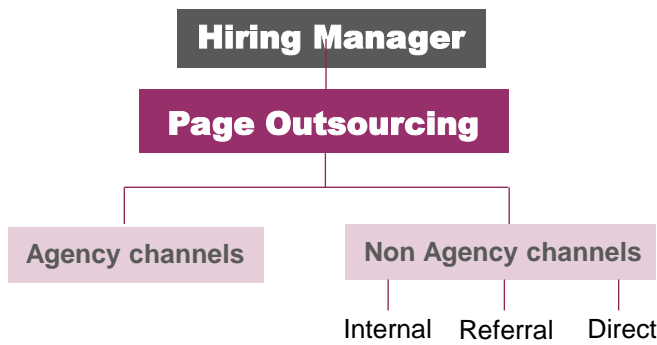
Who are we and what do we do?

Page Outsourcing is the 4th and newest brand to PageGroup, founded 10 years ago and grown globally with a presence in all our regions. Underpinned by the whole of PageGroup and utilising the strength of the other brands, Page Outsourcing was created to provide fully integrated solutions to more complex resourcing requirements. With the ability to scale resourcing teams, utilising the latest technologies, data and methods to provide clients with a total human capital solution.



OUTSOURCING SOLUTIONS

RPO (perm hiring) | MSP (temp hiring)
Total Talent Acquisition



PROJECT ON DEMAND

RPO on demand | Staff augmentation



OUTSOURCING CONSULTANCY

Statement of works

Outplacement

Employer Branding

Technology / Advisory / Implementation

Diversity & Inclusion Consultation

Legislative Updates

What sets us apart from the competition

THE GROUP INFRASTRUCTURE



Global reach with the combined strength of PageGroup's database and over 5k attraction experts to maximise the reach of our clients brands.

TOTAL TALENT ACQUISITION



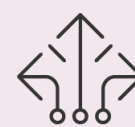
RPO, MSP, TTA, plus clients' own candidates from internal referrals and directly sourced

GLOBAL WITH REGIONAL EXPERTISE



Regional resources across: UK, APAC, EMEA, US, LATAM. Global knowledge and insights

TAILORED CLIENT SOLUTIONS



Agility of our models tailored to client needs, and on-demand

ED&I CREDENTIALS



ED&I focus and specialist networks to recruit without bias

A global business with regional expertise, supporting our clients to source the best talent, efficiently.



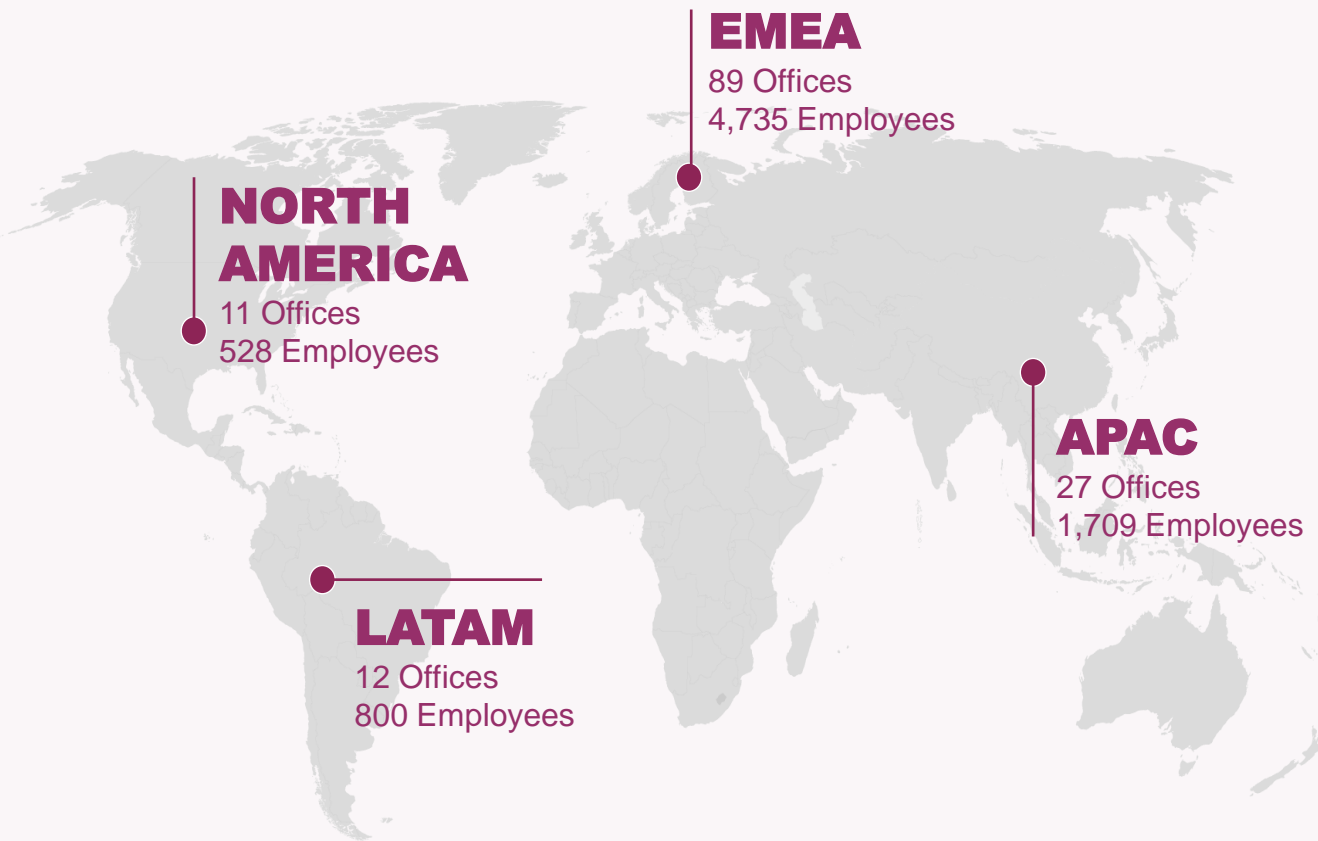
PageOutsourcing

We change
someone's life
every 4 ½ minutes



Regions we cover

Our database holds over 6 million records globally for active and passive candidates



Some of our clients

coles

amazon

KERRY

Uber
Eats

edf

NAVAL
GROUP

Santander

EVONIK
POWER TO CREATE



OUTSOURCING SOLUTIONS

Allows you to pass the responsibility and accountability for all elements of your recruitment functions over to us through either; **MSP, RPO** or **TTA** engagements.

Page Outsourcing then manages your recruitment and meets your defined metrics by designing a program to fit both your requirements and leverage your employer branding.

As your recruitment partner, we act as facilitators who manage and procure staffing, which could include screening, assessment, interviewing, selection, background checking, on-boarding - the whole process, if your needs require.

Resource continuity is also managed, to ensure that the hand-back process after project completion is seamless.



RPO ON DEMAND

Allows clients to have the ability to turn on and off services to match their unexpected hiring volumes. For example, opening a new office, or a new shared service centre, or other unexpected fluctuation, which may require our clients to borrow our specialists on-demand recruiters, supporting a short term or ongoing need.

Covering all your recruitment needs from work force planning, job spec creation, screening, assessment, to on-boarding and everything else in between.

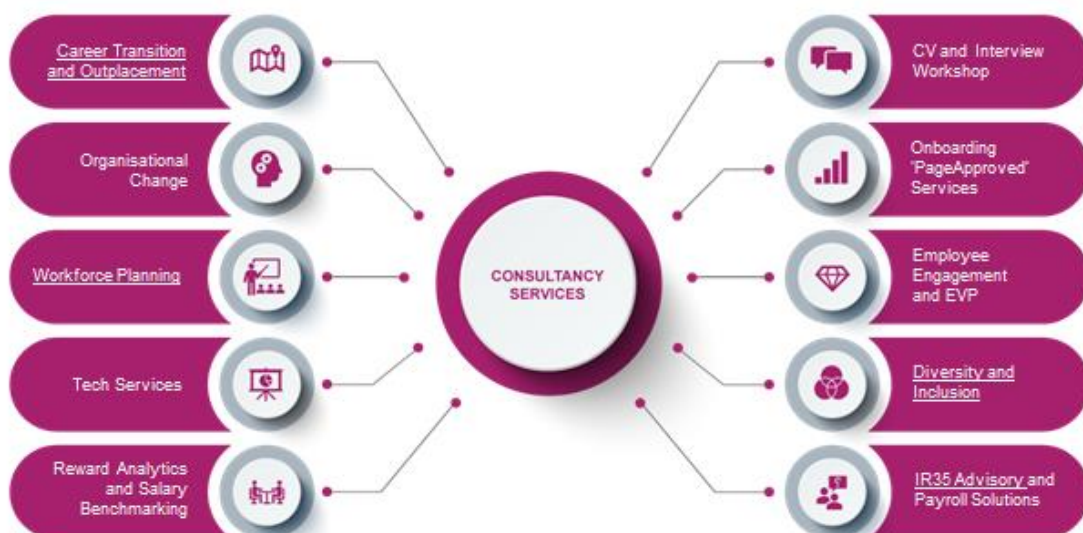
Providing a specialist focus across all sourcing channels, for example internal mobility, referrals and direct hire as well as utilising the reach of the wider PageGroup and our third-party strategic supply chain. All run through effective and cutting-edge technology, alongside industry specialist consultants bringing real intelligence and insight. All of which will significantly improve the candidate and hiring manager experiences.



OUTSOURCING CONSULTANCY

Is here to support our clients with any requirement linked to outsource recruitment. From assisting in creating the right digital onboarding experience, to the recruitment process itself, as well as offering advisory services around tech which may be easily implemented, or EVP, through to new legislation such as IR35.

Our most agile offering which is fully tailored for you and your key objectives and can be designed to fit any of your needs. Short-term and project specific, leveraging our expertise to maximize the effectiveness of your recruitment processes.



Capability proof points, that set us apart from our competition



Page Outsourcing

Technology Solutions...

...underpin everything we do to ensure we have a robust, secure solution for your business. By incorporating tech stack solutions with a human approach.



Page Gender Bias Decoder enables us to check whether a job advert has subtle linguistic gender-coding that may present bias with either masculine or feminine language.



Thunderhead; using real-time audience analysis to profile web visitors on thousands of parameters to present them with the content and jobs most relevant.



Job Match is a PageGroup owned technology that uses Artificial Intelligence to match candidate CVs to all live jobs, showing them in order of suitability and improving applicant relevance. Job Match users are 3x more likely to be placed than other job applicants.



RoboRecruiter uses multichannel automated processes to keep candidates engaged and data refreshed.

CSR & Membership credentials:



PageGroup awarded 'Gold' by Clear Assured; only the third company to reach Gold status, demonstrating that D&I is an integral part of our culture, our employee focus, and our client delivery.

UN Global Compact is the largest corporate sustainability initiative in the world. PageGroup will sponsor environmental projects helping us offset our 2020 carbon emissions and put us on the road to our 5-year target to becoming carbon net zero.



Page Outsourcing are one of the founding members of APSCo OutSource which will act as an industry body for the RPO & MSP industry. Ensuring standards and advocating for best practice across the sector.

Page Outsourcing is a signatory of the Recruitment Agency Race Fairness Commitment which was created to provide fairness to ethnic and minority communities in the recruitment process.



Part of the The Valuable 500, the global CEO community revolutionising disability inclusion through business leadership and opportunity.

Awards & Accreditations

PageGroup is recognised as a worldwide leader in specialist recruitment; by our clients and candidates but also by our own employees, media partners and more.



PageGroup is the first major recruitment organisation to have achieved ISO 27001 accreditation. ISO 27001 is the only auditable international standard that for information security management system. Helping to protect our clients from risks, such as cyber-attacks, hacks, data leaks or theft.

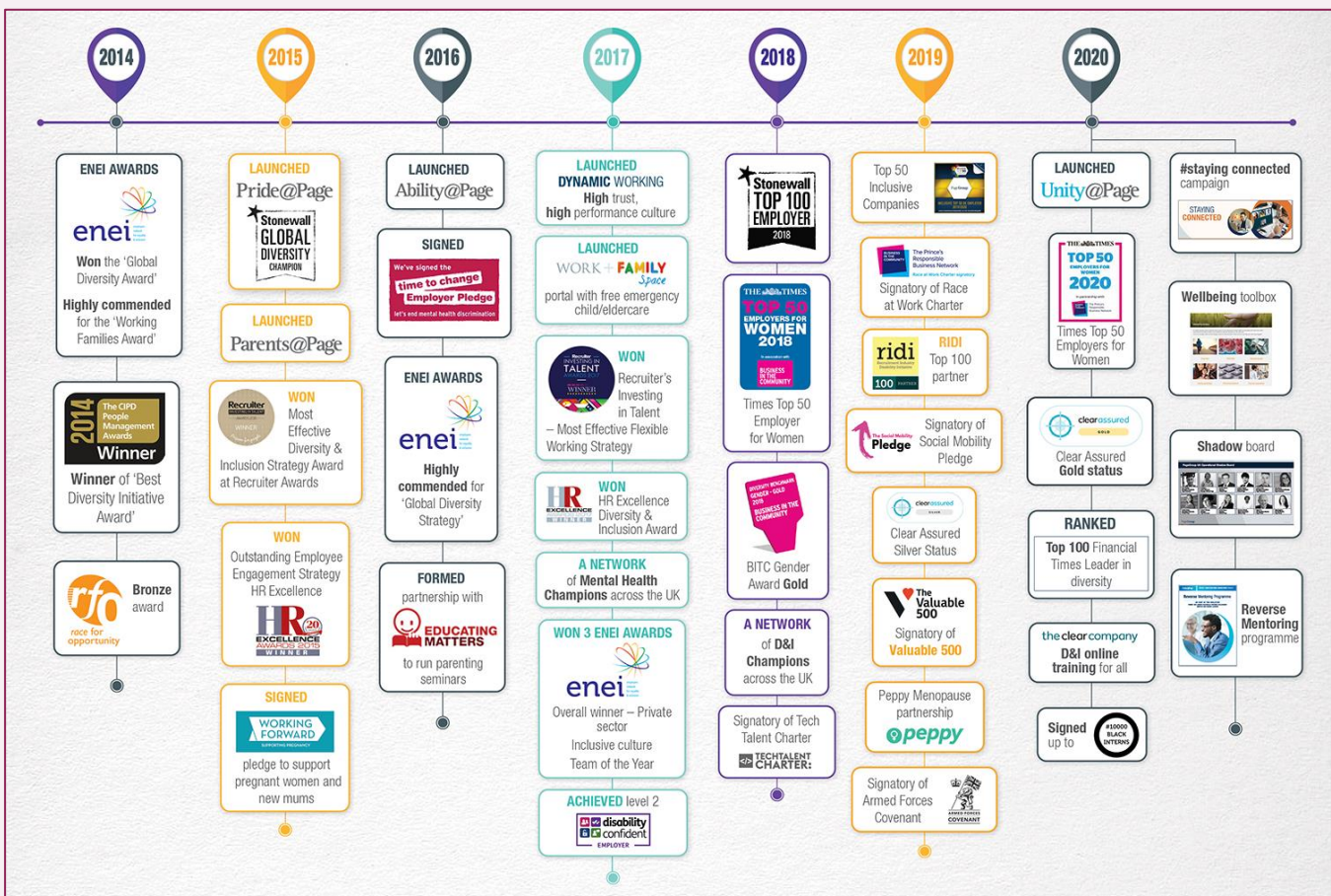


'World's Most Socially Engaged Staffing Agency' on LinkedIn, having retained the title for the second consecutive year and for the third time in four years.

Standing for equality, diversity & inclusion



PageGroup leads the way globally within our industry for our diversity and inclusion practices, as well as the work we do with our clients to ensure they reach their targets in this area. Our ED&I journey below highlights the importance we place on having an open and fair workplace, for not only our own employees, but that of our clients.



Want to know more Spotlight on our UK Business



Page Outsourcing

We have a huge team waiting to talk to you!

WORLDWIDE STAFF:
6,600 in 143 locations

UK EMPLOYEES:
1,200

UK OFFICES:
27

<https://www.pageoutsourcing.com/who-is-your-expert>

Key Contacts



ALEX HALL – DIRECTOR T 07920 784 266 |
E: alexhall@michaelpage.com

Alex is the Head of Customer Development; His responsibilities include heading up the Page Outsourcing division in the UK. With almost 20 years of recruitment expertise Alex is also a Board Director and oversees our major client programmes, bids and tenders team, consultancy arm and all outsourced solutions



DALE HAMPSHIRE T 07976 803 433 |
E: dalehampshire@michaelpage.com

Dale is the lead director for our RPO on Demand and Outsourcing Solutions arm of Page Outsourcing. Utilising the depth and breadth of the PageGroup Dale has significant experience of designing programmes ranging from 20- 2000 hires for a wide range of clients



SUE WALLER T 07790 961498 |
E: suewaller@pagegroup.com

Sue heads our outsourcing consultancy practice. Sue works with clients to understand their current aims and assists with complex issues ranging from talent mapping, employee branding and persuasion through to new legislation such as IR35

Client case example – Medicom RPO On Demand

“Page Outsourcing have worked in partnership with SOUTHWORKS UK Ltd for over 12 months to support the recruitment to the new UK Head Office structure. This has been well managed with excellent appointments being secured. As a result we have appointed Page Outsourcing to support with the hiring of over 400 technology specialist worldwide

Heather Rutherford – HR Director - SOUTHWORKS

Population of a new Facility – Over 150 hires fully onboarding in under 6 months

The Brief:

Following a significant contract with the UK Govt, The Medicom Group were looking for a recruitment specialist that could support them populate a new 120,000 sq ft facility in Northampton.

Given the complexities and time pressures, it was fundamental that The Medicom Group could partner with a resourcing specialist that can hire from entry level (operatives) to management and board positions.

They invited 3 large agencies to pitch and decided Page Outsourcing was the partner that had the expertise, capability and importantly the passion for taking on such a large challenge

The requirement is to have 250 professionals recruited by Dec 2021, with the first 150 hires in place by 15th December 2020.

The Solution:

Established a delivery model that consisted of Page Outsourcing assigning a dedicated team, project director and taking the lead on all candidate attraction (Minisites, candidate packs, PR, advertising etc). Weekly reporting/MST for all stakeholders. Development of workforce plan and management against key SLA's.



The Impact (to date)

- Over 152 placements made in under 6 months
- 8% ahead of target
- 5% under budget
- Average Time to hire to 16 days
- 250,000 visits to advertising site
- 14 unique press articles including national newspapers Sun, Daily Express and Mirror

“The partnership with Page Outsourcing has been incredible, they have delivered over 150 heads, met all our expectations and a pleasure to work with”

Lindsey Spier – HR Director

MEDICOM