

RPO Partner **Assessment Tool**



Instructions:

For each statement, rate your current RPO provider on a scale of 1 to 5:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
Strategic Alignment & Business Partnership					
1. Our RPO provider understands our core business model and industry landscape.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. We receive proactive recommendations that align with our business goals, not just reactive execution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The partnership evolves as our organization's priorities shift.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. We trust their perspective and feel they challenge us constructively when appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural Fit & Relationship Trust					
1. The RPO team feels like a true extension of our internal TA or HR function.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. They understand and embody our organizational values and tone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. There is open, two-way communication—even when things go wrong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Collaboration is easy, productive, and professional.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment Process Design & Optimization					
1. The RPO team has provided suggestions and opportunities to streamline and standardize our recruitment processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Process improvements are identified and implemented regularly, not just at kickoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The RPO adapts when inefficiencies or bottlenecks are identified.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. We feel confident that our current process with our RPO is scalable and future-ready.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Technology, Data & Innovation

- 1. Our RPO integrates well with our ATS, CRM, and other systems.
- 2. They provide us market data to help inform decisions and drive strategy.
- 3. The RPO uses data to drive process improvements, not just to report activity.
- 4. Our RPO provider brings tools or innovations that improve efficiency or outcomes.

Strongly Disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly Agree 5

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Candidate & Employer Brand Experience

- 1. Our candidates receive timely, respectful, and personalized communication.
- 2. Feedback from candidates (even those not hired) is generally positive.
- 3. Our RPO provider communicates our value proposition clearly and accurately to job seekers.
- 4. We're confident our RPO partner represents us well in the talent marketplace.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Hiring Manager Experience & Recruiter Performance

- 1. Our hiring managers feel supported and guided throughout the hiring process.
- 2. Communication between hiring managers and recruiters is consistent and constructive.
- 3. Recruiter turnover is minimal—or when it happens, transitions are smooth.
- 4. Recruiters are responsive, professional, and seen as trusted advisors.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Quality, Speed & Agility

- 1. The RPO is consistently meeting or beating our time-to-fill expectations.
- 2. Candidates presented by the RPO meet or exceed our quality benchmarks.
- 3. The provider can scale up or down quickly to match changing hiring volumes.
- 4. There's a healthy balance between speed and quality (no "just fill the role" mentality).

Strongly Disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly Agree 5

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Cost, ROI & Value

- 1. We have full transparency into how costs are structured and calculated.
- 2. Compared to the investment, the value we receive is compelling.
- 3. There are no "surprise" fees or hidden costs.
- 4. We would recommend this provider based on cost-to-value alignment.

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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Scoring Guide (per category)

Add up your score for each category (maximum score = 20). Then add your category scores to get your total score. Use the following as a reference.



119-140

Strong partnership



98-118

Satisfactory, with areas to improve



Below 98

May warrant further evaluation or discussion

Questions?

Let's connect!



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