

RPO Solutions

Graduate Recruitment
Example RPO Screening Stages

Hill Consulting



Typical RPO Project Outline

Overview of Graduate Recruitment Campaign steps:



Candidate Campaign Steps
Get Ready Step Zero
PUP Backend and Adverts
Prep pre go live
ATS
PageUp
Dates
21st Sept to 28th
1 week
Applicant Numbers
0

Candidate Campaign Steps	Step One	Step Two	Step Three	Step Four	Step Five
Application	Application	Assessment 1 – Cognitive <u>AND</u> Behavioural Phone Screen	Assessment 2 - Behavioural	All Scores and written Application reviews	Handover of Talent Pool Interviews with Agencies
Technology Recommended	Application	Application			
ATS	ATS and Tests AND Curious Thing				
PageUp					
Likely Dates					
28th Sept to 12 th Oct	12 th Oct – 26 th Oct	26th Oct to 2 nd Nov	2 nd Nov to 16 th Nov	W/C 16 th Nov	
2 weeks	2 weeks	1 week	2 weeks	1 week	
Applicant Numbers	Option A or B				Handover
400	400	100	100	50	

Note: We can use your ATS e.g. PageUp to run the entire campaign as the candidates are yours.

Graduate Recruitment - Anticipated Volumes



Assessment Stages in the process

Application
Initial screening

Cognitive testing / Phone AI screen

Video Interviews and Behavioural
Screening

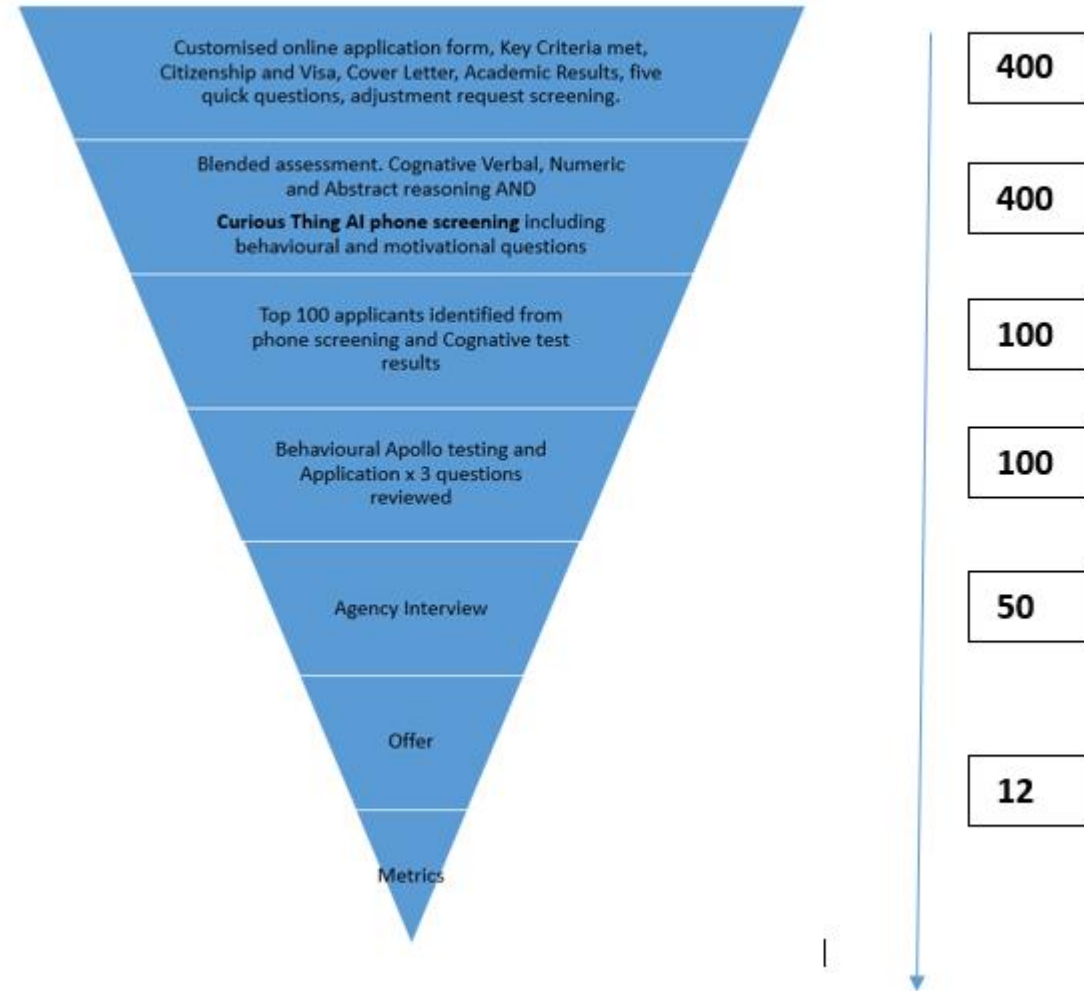
Shortlisting and ranking

Agency / Manager Interview

Offer

Reporting

Graduate Recruitment Program – Proposed Process Flow and Volumes



Number of Anticipated Candidates at each stage

Note: Volumes can range from thousands of applicants to hundreds. In this example 400 were expected screened down to a pool of 50 and 12 hires.

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