



PARACHUTE RPO

BY HILL CONSULTING

Recruitment Process Outsourcing or RPO is a recruitment solution whereby you outsource all, or part, of your recruitment function to a specialist provider such as Hill Consulting HRS.

BUT WE ARE DOING IT DIFFERENTLY.

- 1** Scale only when you need to
- 2** With the latest tools and HR tech
- 3** From some of the most experienced minds in recruitment and Talent Acquisition in Australia



RECRUIT CLEVER

RECRUITMENT SUPPORT FOR YOUR BIG CAMPAIGNS WHEN YOU NEED IT MOST.

Who we are

Hill Consulting is on a mission to change the world of Recruitment. So candidates get better experiences, employers better quality hires, time to hire is reduced and costs are lower.

All of this done with better candidate care, more D&I thought and considerations, plus better candidate fit to your culture.



How we work

As a boutique agency we are different from “the big guys” and proud of this. We run short term RPO projects e.g. 6 week timeframes. We manage your end-to-end bulk campaigns, from drafting and posting adverts, designing application forms, screening, shortlisting, interviewing, reference checking, police checks, and medicals - all the way to hire stage and also help with the back end ATS process set up, plus provide weekly reporting.



Recruitment tools - Our Partners

We tailor each solution to meet the specific role and client needs. To do this we work with many partners to bring you the best testing and recruitment tools available.

Our tools range from AI Chat bots, Psychometric, Cognitive and Skills testing, through to reference checking tools.





RECRUIT CLEVER

WHAT MAKES US DIFFERENT FROM THE REST.

Diversity and Inclusion

Hiring diverse and inclusive candidates is important. We ensure that our tools remove any bias that makes the hiring process without equal opportunity.

Diverse workplaces are crucial in fostering creative, innovative and positive environments for all staff.



RPO Candidate Care

Candidate care is important to us. Our bulk campaigns are high touch with processes and tools that support candidates through each stage of the process. Each campaign offers a dedicated inbox for that vacancy with a 24-hour turn around guaranteed response rate. We also provide extra support services for those that need it.

Government & Graduate Recruitment

Many of our clients are government agencies, whether at a Local, State or Federal level, we can help. We understand recruitment teams get very busy with daily demands.

We also understand the principles of Hiring on Merit, and process considerations when it comes to fairness, equity, D&I needs.





RECRUIT CLEVER TAILOR MADE CAMPAIGN SOLUTIONS

How we can help you

We offer tailor made solutions as and when you need us, with a turn on, turn off (TOTO) flexible recruitment approach. Not a typical Recruitment Agency. We act as an extension to your own in-house team and work with internal HR. We support Ops Managers, TA teams and HR - working with them in partnership to deliver in times of change (restructures) or peak demand.



FLEXIBLE

We customise each and every solution, so can work with your existing tools and ATS.



SCALABLE

No job too small (or too large) from state based to national. Bulk recruitment is what we do.



TAILORED

We tailor each solution to meet the specific role and client needs.

How we have helped others (Case Study)

CLIENT: State HealthCare Department (Paramedic Recruitment)

CHALLENGE: Our customer wanted a new approach to Recruitment/ Talent Acquisition that would better align with their needs for high standards of cognitive ability and behaviours.

APPROACH: Design and deliver a contemporary graduate recruitment solution that would achieve a disciplined workforce planning approach and innovative talent acquisition strategy, using the latest in AI Chat bots for initial phone screening and Psychometric testing and video interviewing for shortlisting.

ROI: The recruitment campaign was cost neutral compared to Hiring Managers and Ops Directors undertaking all the selection work. Candidate feedback was very positive, and we also managed to improve their diversity and inclusion mix in the final shortlisted pool with close tracking and design of each stage in the process.





Hill Consulting



RECRUITMENT EXPERTS AND SUPPORT WHEN YOU NEED IT THE MOST.

Want to know more? Contact us via our website above for an initial discovery session on how we can help your next Recruitment Campaign or Internal Restructure.

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Why we are different

We can flex to suit your needs.

You can use us as little or much of our services as you need.

Not a typical Recruitment Agency. Expert Internal TA Recruiters.

Check out our competitive time-based fees compared to Agency costs.

We are adaptable, flexible and will tailor every project or campaign for your specific values, culture, organisation and roles.

Common sense, pragmatic Recruitment Campaigns within budget. We also work hard to reduce your costs and time to hire, improve efficiencies and help share skills and Knowledge. Our differential being the candidate care, D&I lens, data, analysis and insights we provide to clients at every step in the process.