

# RPO Solutions

Graduate Recruitment  
Example RPO Screening Stages

Hill Consulting



# Typical RPO Project Outline

Overview of Graduate Recruitment Campaign steps:



Candidate Campaign Steps
<b>Get Ready Step Zero</b>
PUP Backend and Adverts
<b>Prep pre go live</b>
ATS
PageUp
<b>Dates</b>
21st Sept to 28th
1 week
<b>Applicant Numbers</b>
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
<b>Technology Recommended</b>	Application	Application			
ATS	ATS and Tests <b>AND</b> Curious Thing				
PageUp					
<b>Likely Dates</b>					
28th Sept to 12 <sup>th</sup> Oct	12 <sup>th</sup> Oct – 26 <sup>th</sup> Oct	26th Oct to 2 <sup>nd</sup> Nov	2 <sup>nd</sup> Nov to 16 <sup>th</sup> Nov	W/C 16 <sup>th</sup> Nov	
2 weeks	2 weeks	1 week	2 weeks	1 week	
<b>Applicant Numbers</b>	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

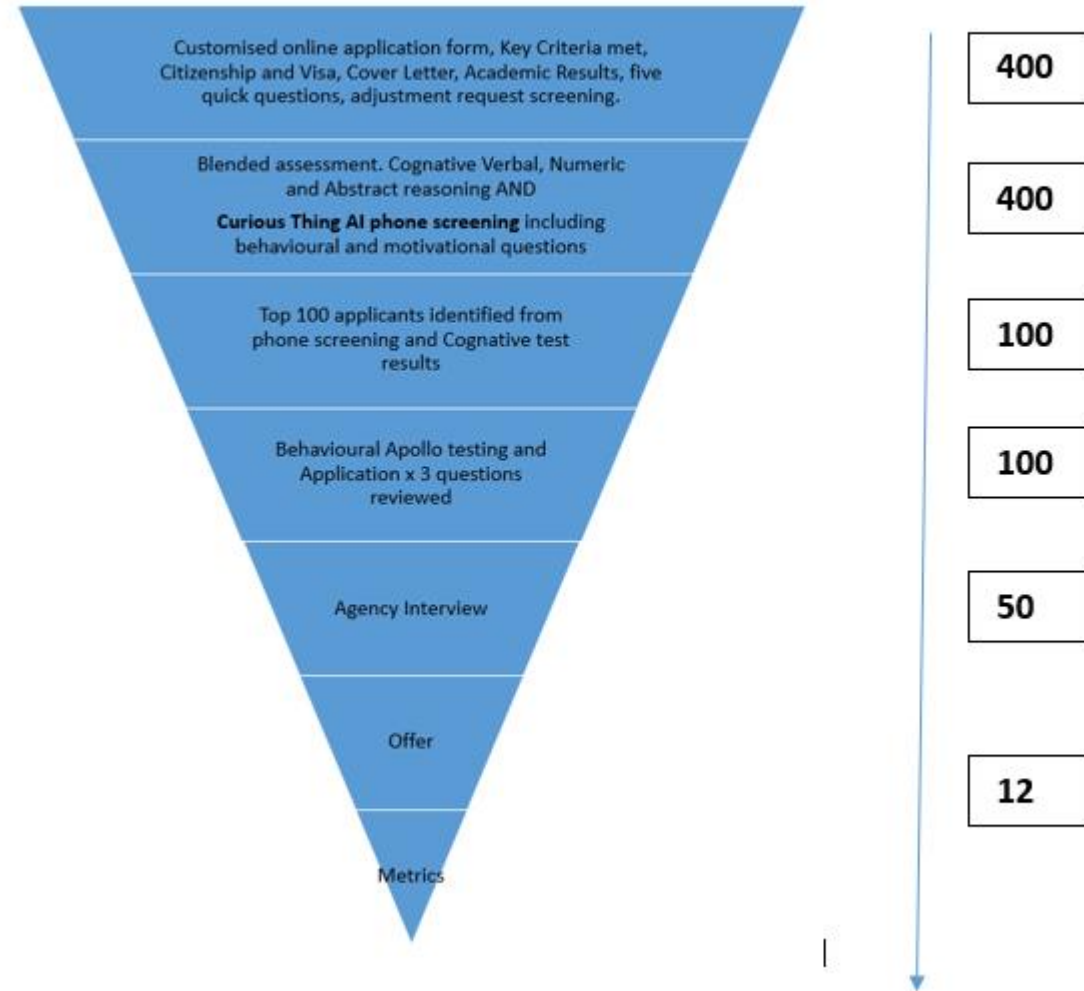
Shortlisting and ranking

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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