



RPO & PROJECT RECRUITING

## Your recruiting team, for one project or for the long run

Delectus works as an extension of your team to handle hiring for new sites, contract awards, large projects and ongoing growth in environmental, energy and utilities, construction and infrastructure, engineering, manufacturing and industrial companies.

### Flexible

One project, a few months or ongoing support

### 1 contact

A senior recruiting lead manages your account

### Weekly

progress reports and a check-in call

### Scalable

Add or reduce support as hiring changes

### Project recruiting

- A set number of hires on a deadline
- New site, plant or office openings
- Contract awards and project ramp-ups
- One project fee, agreed up front

### RPO

- We run all or part of your recruiting function
- Inside your systems and under your brand
- Multiple departments and locations
- Monthly program fee, set to your hiring volume

### How it works

#### 01

Discovery: goals, roles, timeline and budget

#### 02

Hiring plan, job descriptions and interview process

#### 03

Postings, direct outreach and reverse sourcing

#### 04

Screening, candidate presentations and interviews

#### 05

Offer support and handoff to onboarding

#### 06

Weekly reporting and a check-in call

### From a six-month project to a five-year partnership

RPO · HEALTHCARE  
PAYMENTS TECHNOLOGY

#### Primary recruiting partner

**Result:** A six-month engagement became a five-year partnership.

#### WHAT WE DID

We worked as part of the company's HR team and filled 100+ roles across IT, engineering, finance, operations, call center and executive leadership. Because we managed expectations and kept delivering, the client extended the engagement and made Delectus its primary recruiting partner for five years.

### Certified diverse supplier

Help meet diverse supplier and subcontracting goals while you staff the project.

WOSB

WBE

MBE

SBE

SWUC / NC HUB

### About Delectus

Founded 2015 · Burlington, NC · 11+ years of recruiting experience · Candidates placed in all 50 states

### Have a big hiring need coming up?

Tell us about it. We'll get back to you within one business day.

[delectusrpo.com/start-a-search](https://delectusrpo.com/start-a-search)