



RESOURCE SOLUTIONS
INNOVATION LOOKBOOK

RESOURCESOLUTIONS



INTRODUCTION

We are living in a world which is changing at lightning pace. Innovation in the consumer landscape is driving change in our world of recruitment the like of which we haven't seen before. The sheer volume of new ideas, apps, extensions and software aimed at talent acquisition professionals has made us all question our approach. Buzzwords such as gamification, for example, have finally become established in recruitment, whilst HR teams are starting to investigate the idea of people analytics as a useful tool. Diversity has remained at the top of the talent agenda with blind CVs and gender bias technology starting to challenge the status quo.

With this complex and evolving landscape in mind, we are pleased to share this recap of just some of the many ideas, tips and tech that the Innovation team at Resource Solutions has presented to our clients in recent months.

Since we have brought them to the attention of our clients, some of these tools are becoming well known, whilst others are from new and emerging start-ups.

OUR INNOVATION COMMITMENT

Our Innovation team is dedicated to researching new ideas to enhance our service to our clients. We track consumer trends and identify early changes in the recruitment market as the impact hits. We are always happy to book in a time to present one of our workshops which identify "The Top 5 Hot Recruitment Trends Now!" and facilitate discussion around priorities for your organisation, before formulating your own innovation roadmap.

WHAT ASPECTS OF YOUR RECRUITMENT PROCESS DO YOU NEED TO IMPROVE OR ENHANCE?

We work collaboratively with our clients to constantly evolve their recruitment strategies with fresh, innovative, and completely bespoke solutions.

In recent months, our Innovation team has explored over 100 new technologies on behalf of our clients.

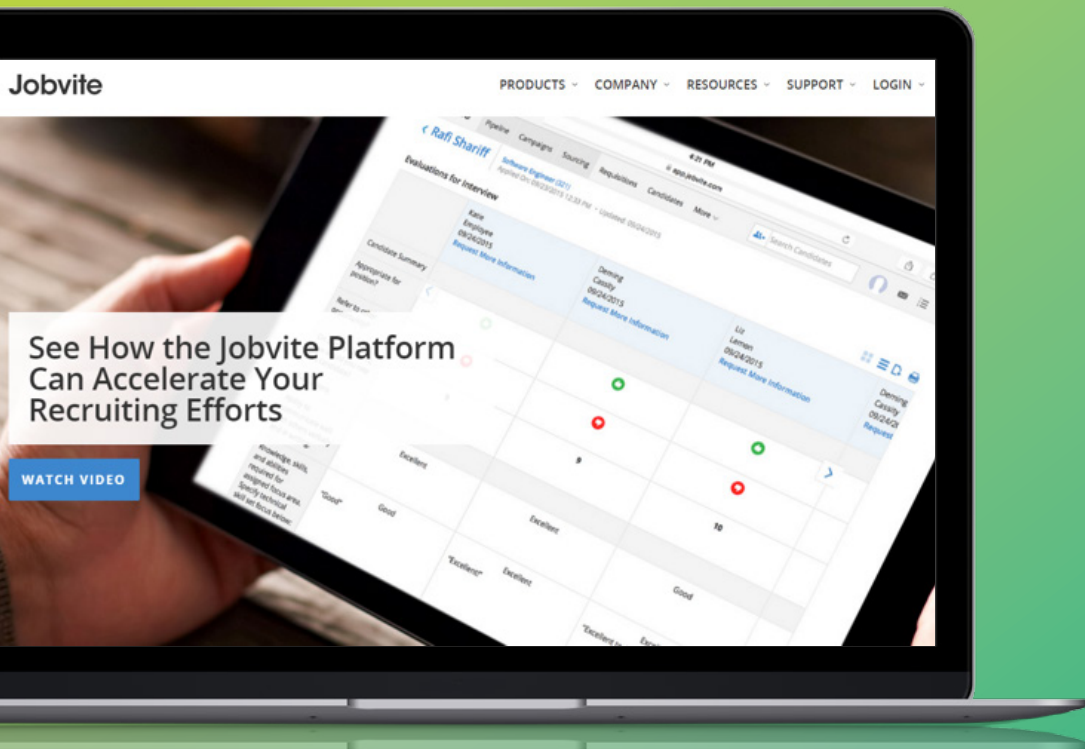
Select an element of the recruitment process to view a snapshot into the research we deliver to our clients on a regular basis.





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See How the Jobvite Platform Can Accelerate Your Recruiting Efforts

WATCH VIDEO

jobvite.com

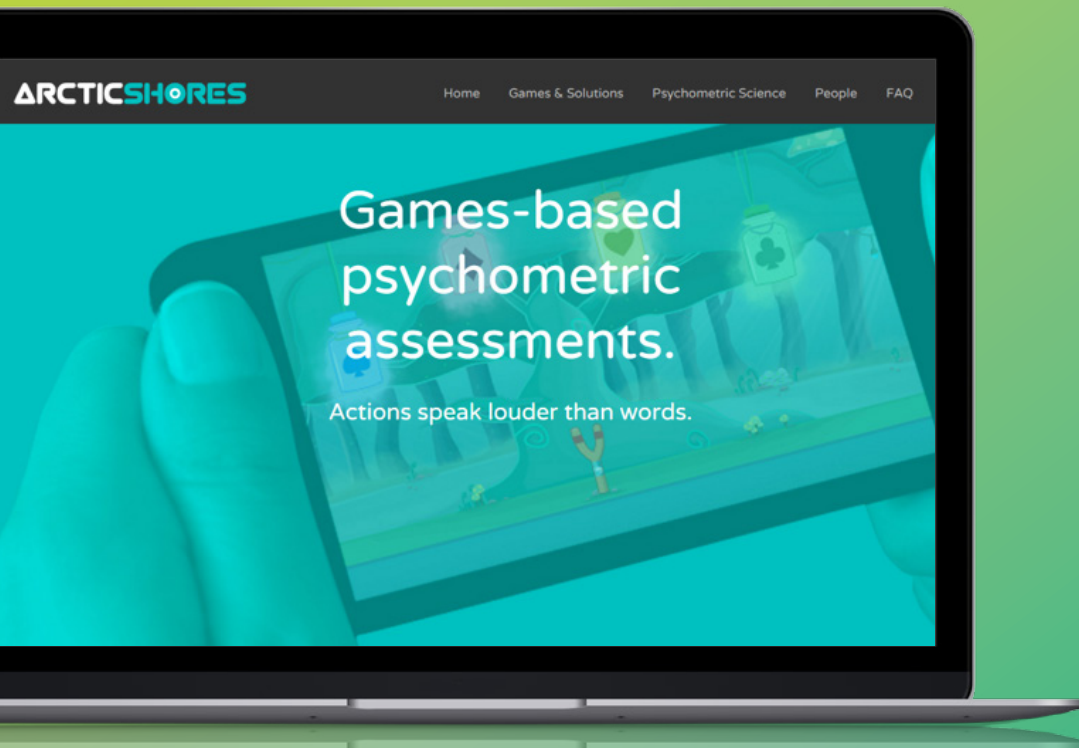
FREE £ £ £ £

- Jobvite is a US-based recruitment and job ad distribution platform. Users post job advertisements and use the platform to monitor how they perform
- Additional modular functionality includes ATS, social recruiting and mobile application
- Jobvite has c.1,600 clients, including Starbucks and Twitter

"If you're interested in taking a look at more of the many new entrants in the ATS market, watch out for our next eBook which focuses on the new look ecosystem developing in this space".

Faye Walshe, Director of Innovation

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED



arcticshores.com

FREE £ £ £ £

- Arctic Shores produces science based games which are specifically designed to assess key business skills and traits, such as risk propensity and entrepreneurship
- The games assess hundreds of data points, providing richer insights than would be available from traditional psychometric assessments

“Deloitte plans to use Arctic Shores’ Firefly Freedom game to recruit 200 apprentices. If this works, they may use it as part of a recruitment programme that brings 1,500 people a year into the business. The aim is to find high-potential recruits who may not necessarily stand out through a traditional recruitment process”.

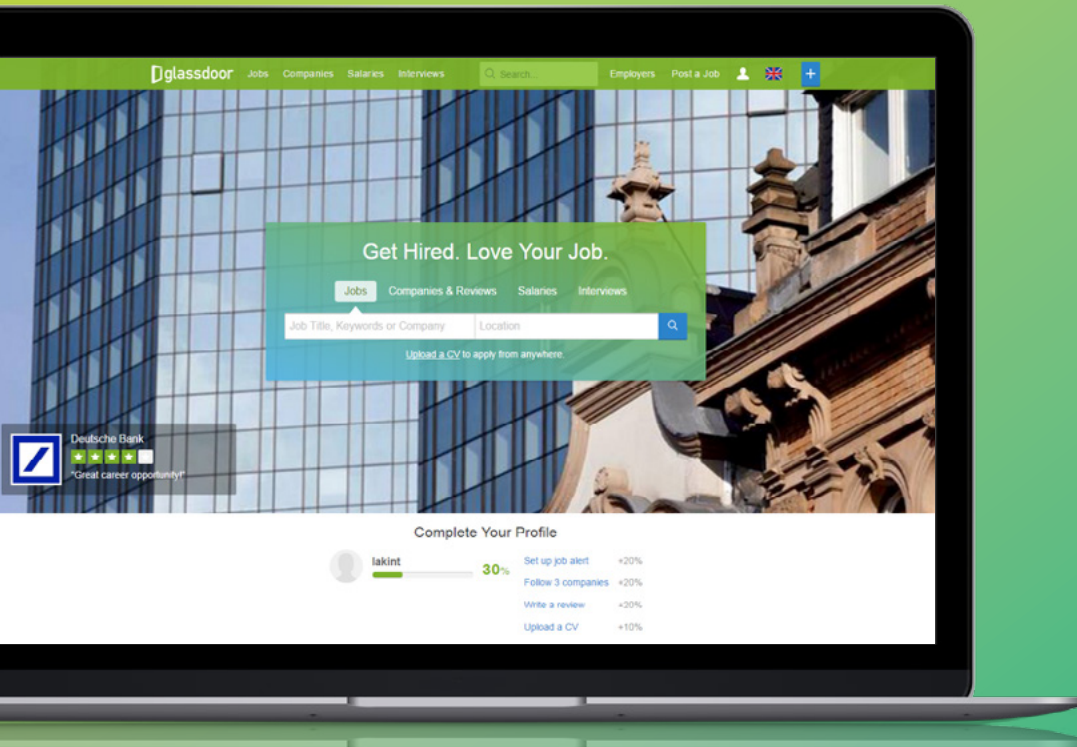
Tom Lakin, Innovation Consultant

NEW MARKET ENTRANT

MARKET PLAYER

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- Glassdoor is now a global jobs and career marketplace but is still best known as “the TripAdvisor for employers”
- Glassdoor holds a growing database of more than 8 million company reviews, CEO approval ratings, salary reports, interview reviews and questions, benefits reviews and office photos
- In the US, the site gets more traffic than SurveyMonkey, Airbnb & WIRED
- Check your company rating, gauge how happy your workforce is and perhaps start to act on their feedback, where appropriate



“Our exclusive research suggests that Glassdoor is one of the most trusted sources of careers information, second only to family and colleagues. In-demand talent will compare offers so an independent, trusted platform such as Glassdoor will increasingly form part of an organisation’s employer brand strategy”.

Tom Lakin, Innovation Consultant

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- Network Monkey's automated software allows recruiters to monitor and target top talent before they become active jobseekers
- Network Monkey is a predictive analysis tool which monitors activity on social media sites, like LinkedIn, and provides alerts when people may be likely to move jobs
- Can be used as both an attrition and talent acquisition tool
- Monitor your own staff for risk of flight or keep a watch list for in demand talent at target employers

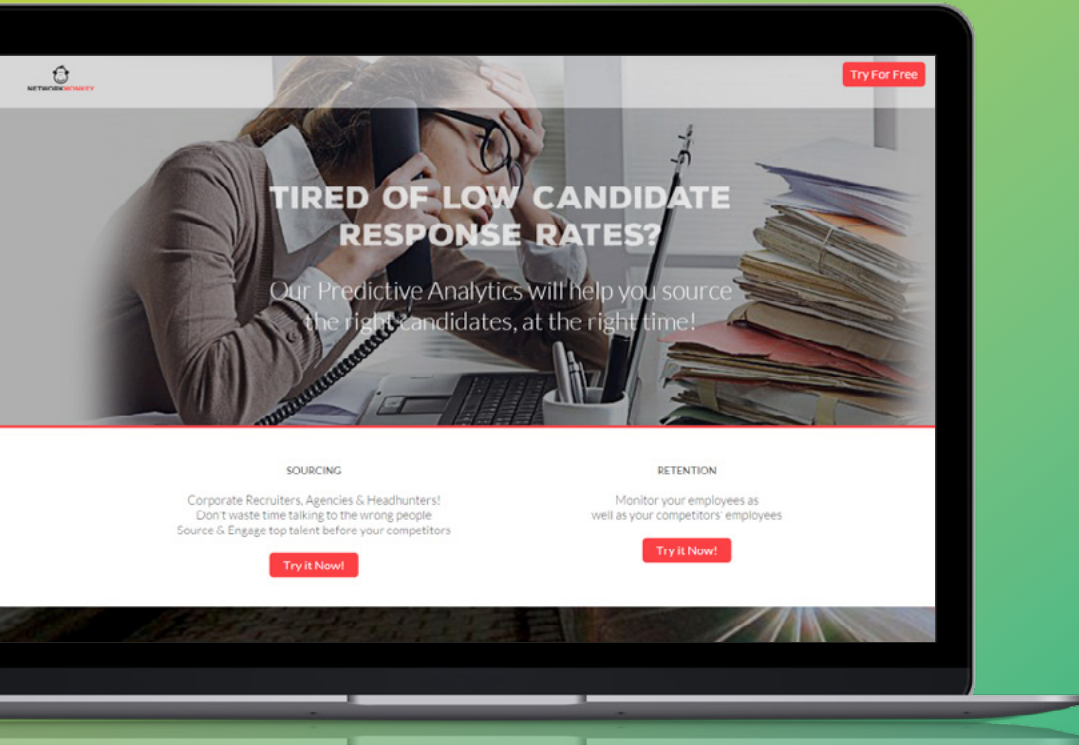
“With hard to find talent increasingly being bombarded with InMails and recruiter contact, timing will inevitably become more and more important. Enabling our recruiters to make contact with talent when the timing is right will not only help drive direct recruitment but also improve the candidate experience”.

Tom Lakin, Innovation Consultant

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emolument.com

FREE £ £ £ £

- Emolument uses crowdsourced pay data to provide real-time permanent employee compensation benchmarking
- Provides granular job classification searching functionality along with an insight into easily searchable competitor reward information
- Salaries can be compared by job, company, university or location
- 130,000+ professionals have shared their pay data with Emolument, the majority of these are UK-based
- Shared data goes through an automated and manual verification process before being included

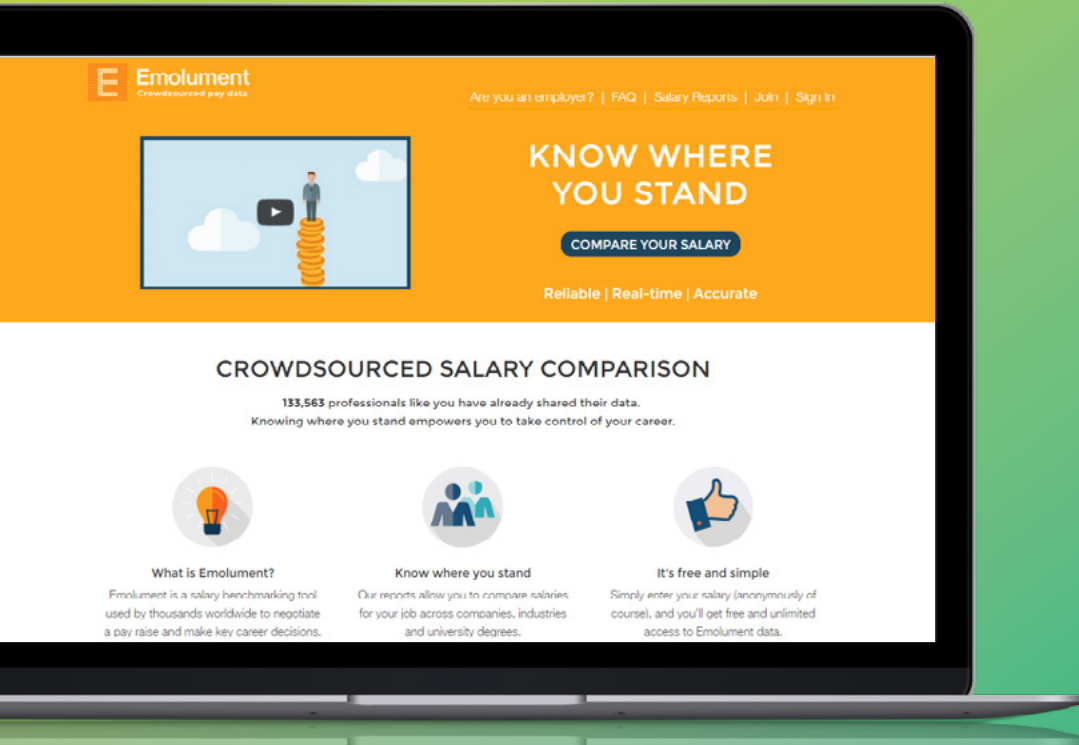
“The employment landscape is changing faster than ever so employers can benefit from supplementing their traditional, static benchmarking tools with real-time pay data sources such as Emolument”.

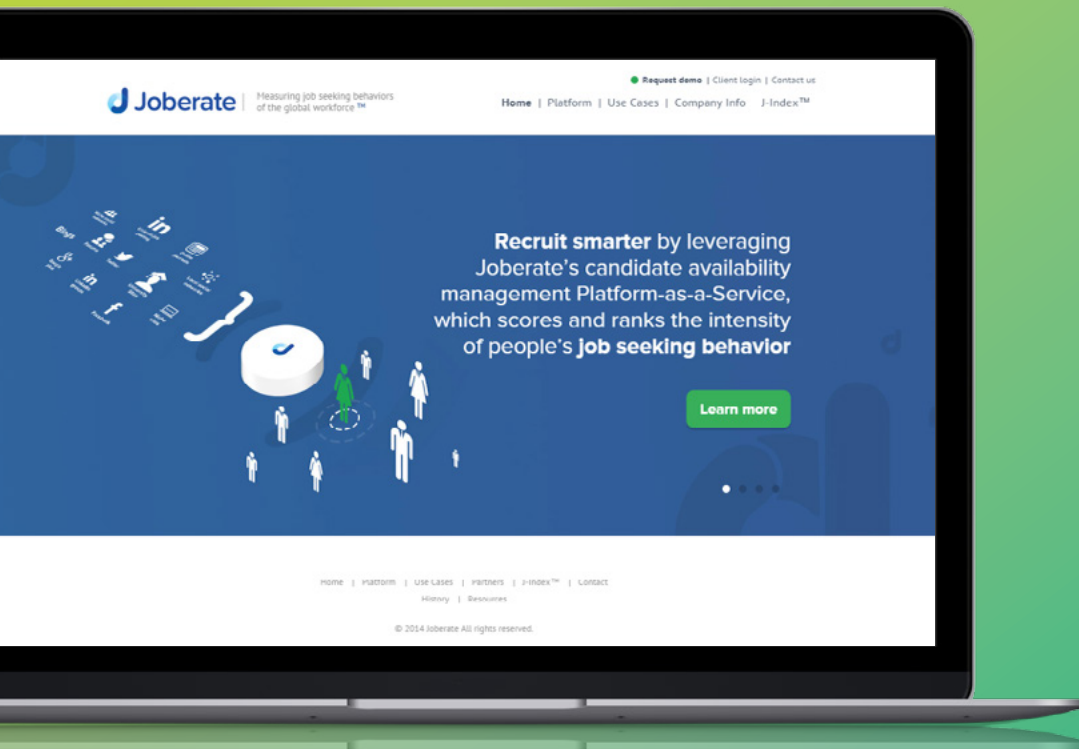
Tom Lakin, Innovation Consultant

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joberate.com

FREE £ £ £ £

- Monitors changes in people's online social behaviour to predict when an individual may be considering changing jobs. Uses thousands of data points such as following recruiters, liking jobs and opening new profiles on job boards
- Can be used to monitor likely attrition, as well as a talent acquisition tool
- Uses publicly available data and applies the principles to recruitment that are currently used by retailers who spot buying signals in consumers

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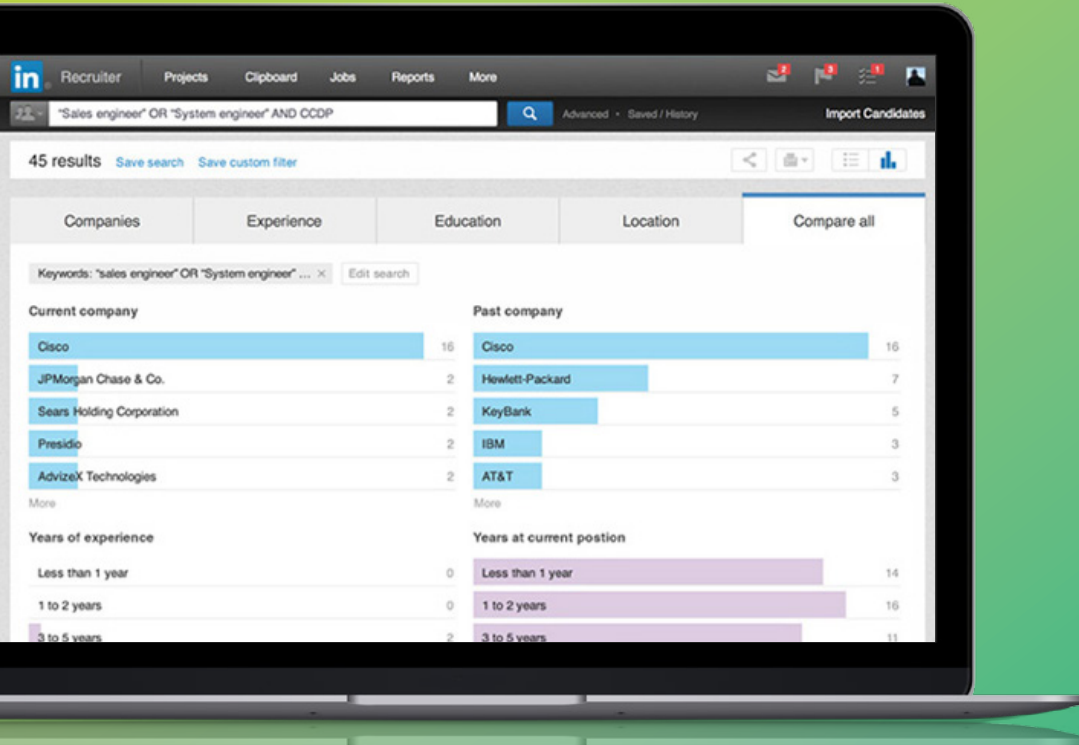
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linkedin.com/talent-solutions

FREE £ £ £ £

- This recent enhancement to LinkedIn's Recruiter package helps you instantly visualise your talent pool in an easy-to-read graphical design
- This graphical dashboard enables you to see where your talent pool works, how much experience they have, their education level and their location - all at a glance
- Enables recruiters to make real-time decisions about the availability of talent and the likely acquisition strategy required as a result
- No additional cost to LinkedIn Recruiter license holders



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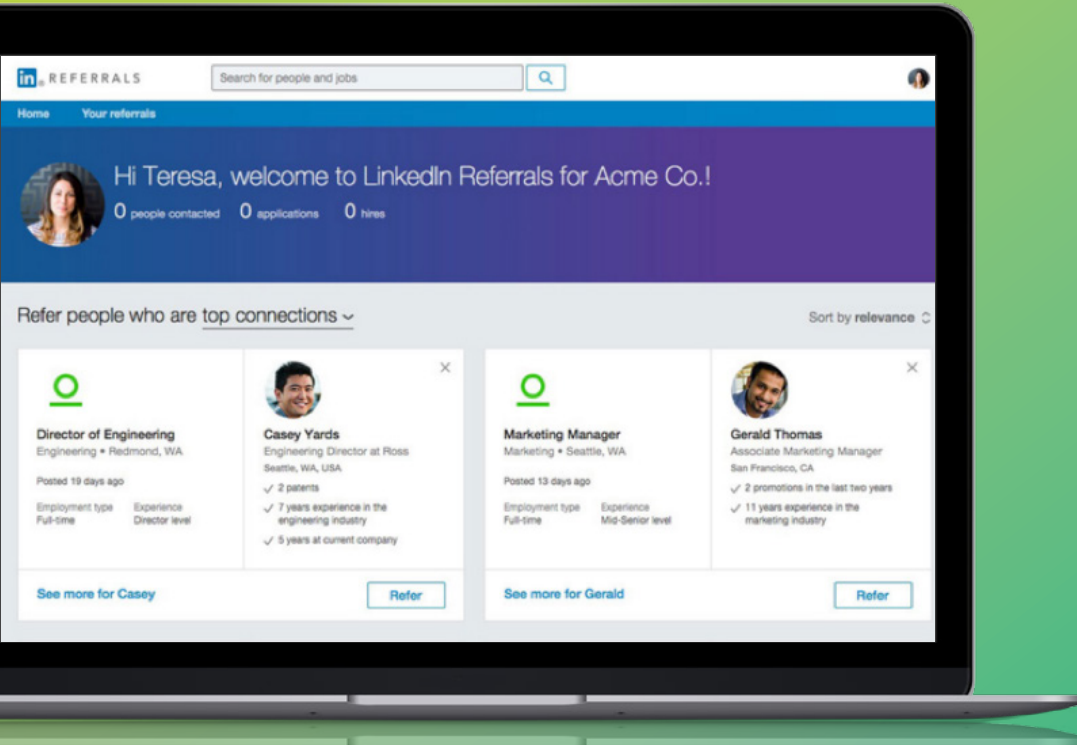
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business.linkedin.com

FREE £ £ £ £

- LinkedIn Referrals is a referral product which forms part of LinkedIn's Talent Solutions product suite
- LinkedIn acquired referral start-up Careerify in 2015. Two of Careerify's products (its internal mobility and employer branding solutions) were shut down, but their employee referral software is believed to have shaped the new LinkedIn Referrals product
- LinkedIn Referrals automatically identifies which of your employees' first degree connections are a potential match for your live job ads on LinkedIn. Employees see their potential-match connections on their company's dedicated LinkedIn Referrals website. They also receive a fortnightly email summary of potential matches to encourage engagement and referrals



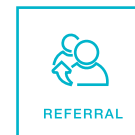
“The challenge this product aims to address is a high priority for many. LinkedIn's acquisition of Careerify has disrupted the sector and we may now see existing referral solutions eclipsed by LinkedIn and its access to rich data”.

Faye Walshe, Director of Innovation

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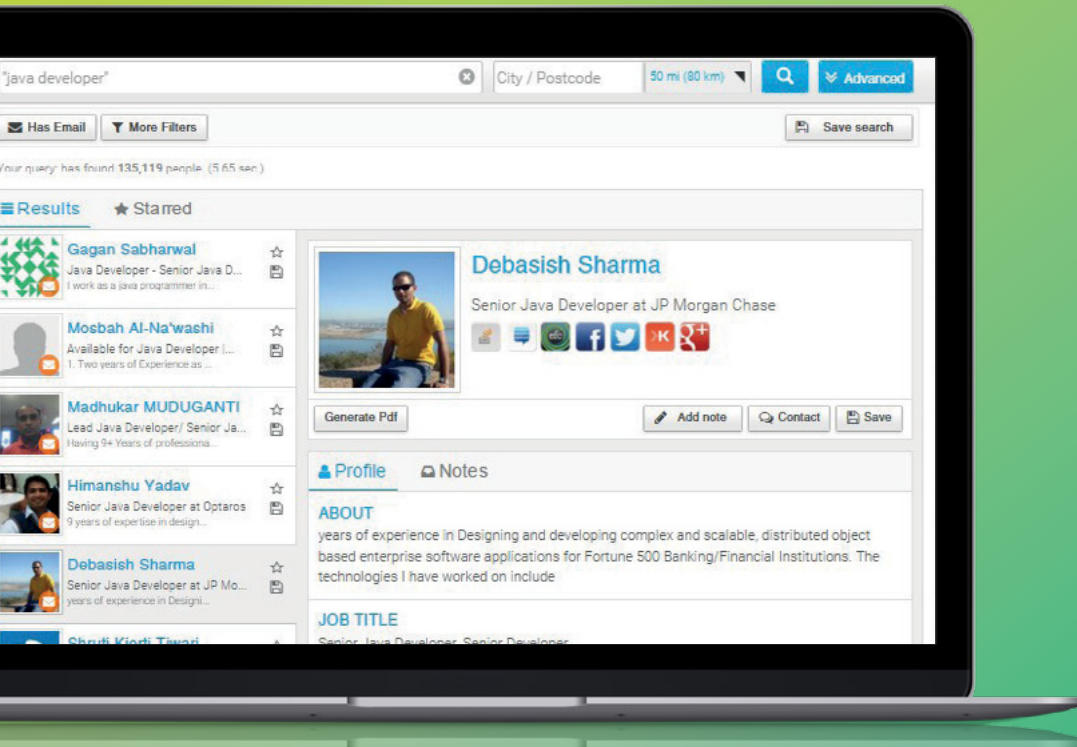
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Open Web

FREE £ £ £ £

- Open Web turns the vast social web into a simple-to-search candidate careers database for busy tech recruiters
- Search candidate profiles from publicly available data sourced from over 130 key social media platforms to build a succinct picture of a candidate's key skills, delivered in easy to digest data visualisations
- Search algorithms are tailored specifically to help find the best tech candidates for financial services



“Launched in the UK in early 2015, Resource Solutions’ clients were some of the first to trial this new tool. Our teams of recruiters on-site at financial services clients are using Open Web to extend their search beyond LinkedIn and widen their talent pools”.

Faye Walshe, Director of Innovation

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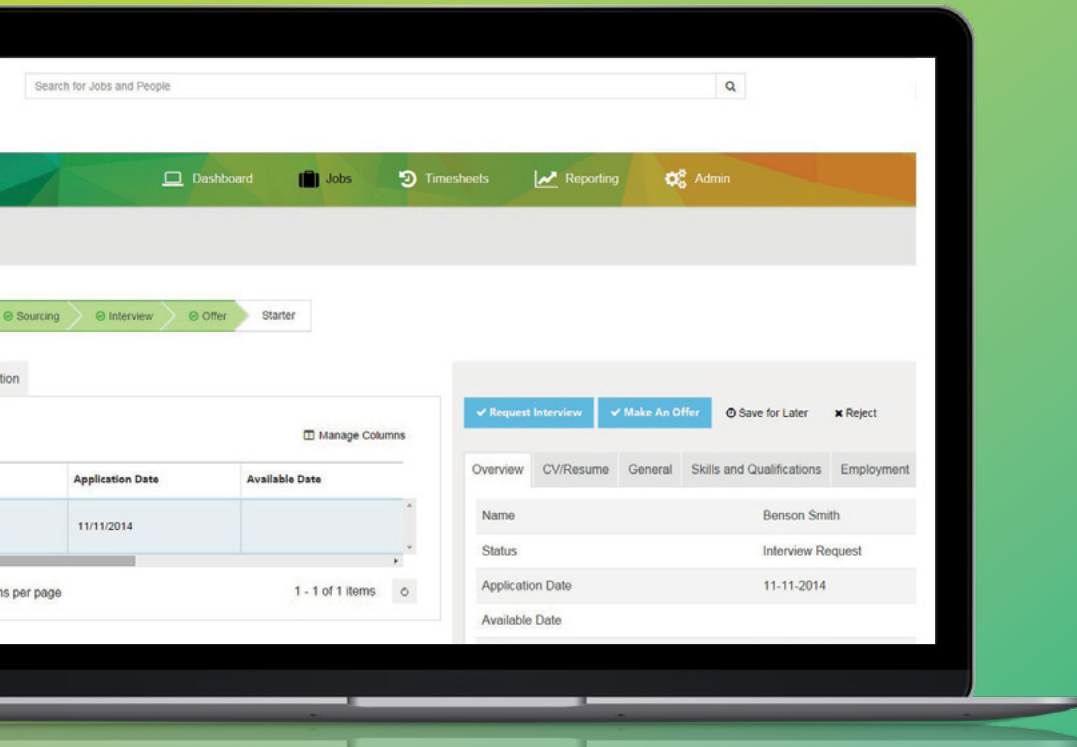


talentsource

FREE



- **talentsource** is Resource Solutions' award-winning and industry-leading recruitment technology, supporting end-to-end recruitment lifecycle tracking for our clients
- Our mobile responsive platform provides users with permanent, temporary and statement of work (SoW) recruitment tracking, agency and non-agency source management, fully branded candidate career portals, contractor management and management information in real-time
- **talentsource** is part of Resource Solutions' overall RPO and MSP solutions. It is used and trusted by our clients around the world and is currently live in 18 countries globally. Managing over \$2 billion of recruitment spend annually, **talentsource** holds over 750,000 candidate profiles and supports over 40,000 weekly users



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sonru.com

FREE £ £ £ £

- Sonru is a video interviewing platform, allowing applicants to record their interviews in their own time
- Hiring managers can review applicants when convenient and on any connected device
- Video interviewing has the potential to reduce time to hire and can increase the interview-to-fill ratio

“Whilst video interviewing has been discussed for some time, improved user experience and more robust information security measures have resulted in broader adoption more recently. We are already seeing some pioneering enhancements in this area which could see video interviewing progressing from primarily a cost saving tool to value add innovation”.

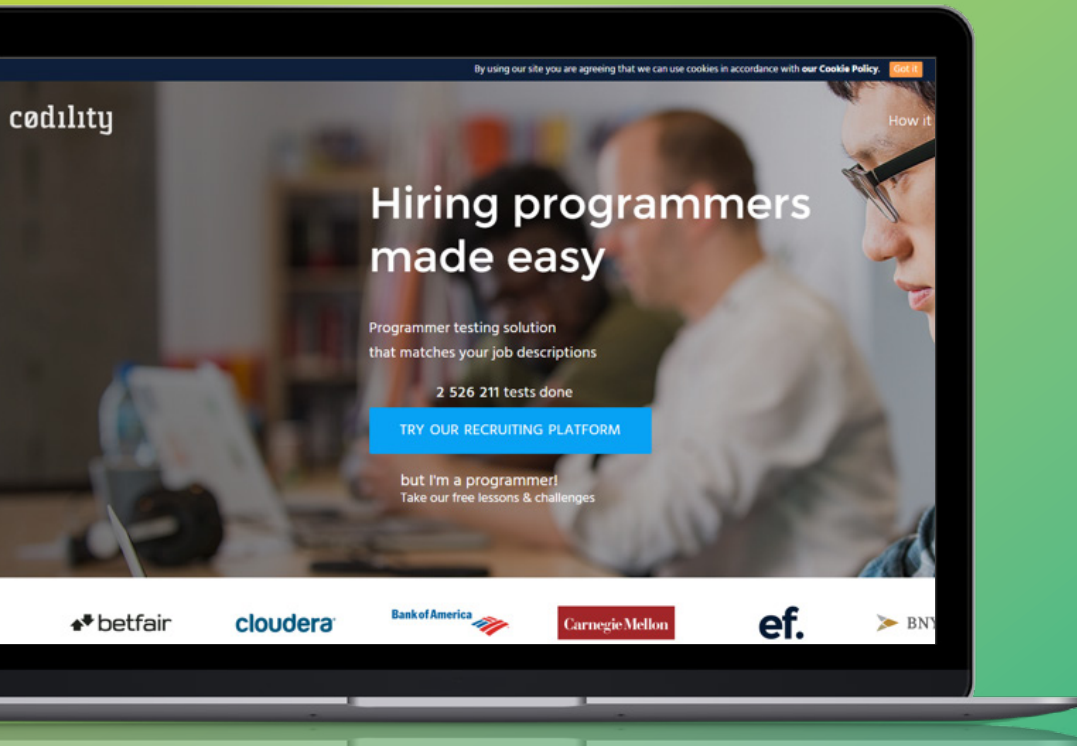
Faye Walshe, Director of Innovation

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codility.com

FREE £ £ £ £

- Codility is a Poland-based coding assessment tool whose bespoke tests can be produced selecting from lists of 100 key skills (coding, algo, bug fixing and SQL) and three difficulty levels
- Test results are scanned and compared to previous submissions. Identical copies are flagged making cheating far more difficult than most tests
- Ease of implementation and low cost means lots of applicants can participate, thus reducing the risk of losing out on talented coders
- Codility is highly respected by the coding community and initial trials from Resource Solutions' clients are very positive, suggesting both improved candidate and line manager experience, as well as opportunities for cost savings in the recruitment process

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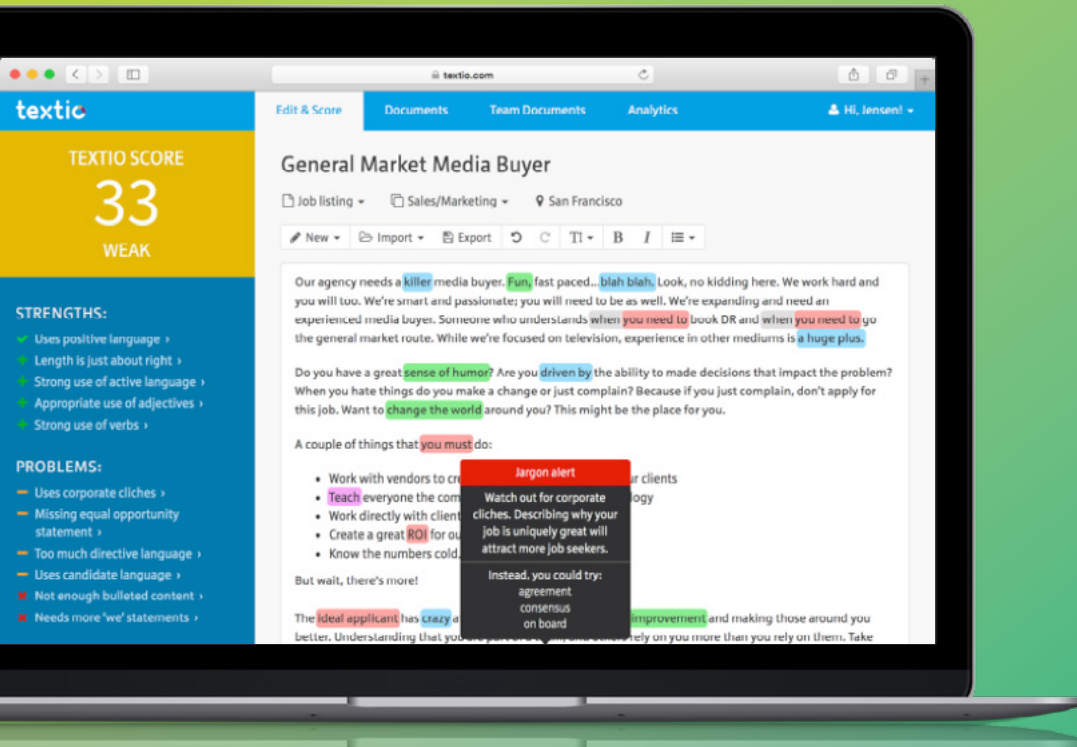


ASSESSMENT

textio.com

FREE £ £ £ £

- Instantaneously assess job adverts and contact emails for appeal, gender bias, negative wording and layout improvements
- Certain words and layouts attract more (and different) applicants
- Secured \$8m in financing in December 2015



“This is an interesting tool, but new enterprise level pricing (introduced in May 2016) may put Textio out of budget reach for many mid-sized employers.”

Faye Walshe, Director of Innovation

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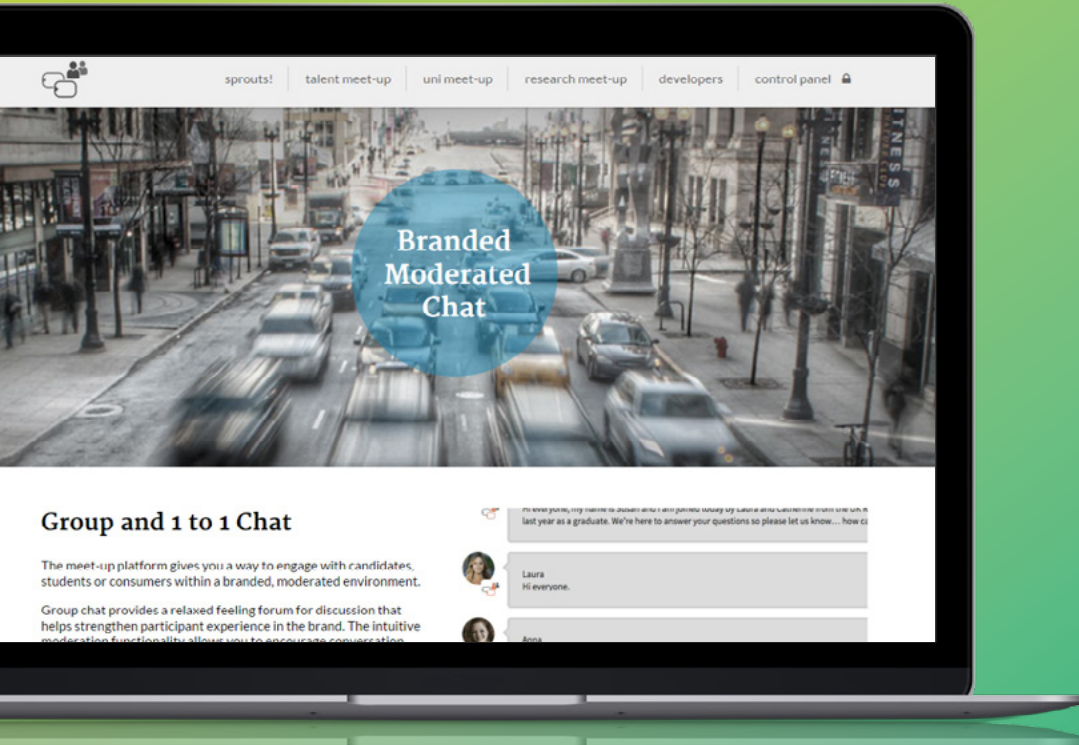
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Talent Meet-Up

FREE £ £ £ £

- Talent Meet-Up, from Meet and Engage, is a branded, moderated chat portal which allows candidates to communicate with recruiters using a consumer-like chat service
- Recruiters can create 1-2-1 and group chats providing applicants with an easy, interactive way to engage with a potential employer
- Often used in an early careers context
- Examples include line managers hosting open question sessions or recruiters hosting drop in chats every afternoon



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inductnow.com

FREE £ £ £ £

- InductNow is an onboarding, induction and training software product which can be fully client branded and allows candidates to receive a high-touch welcome at low cost
- Bespoke videos, forms and content can be uploaded, acting as a go-to portal for new starters ready to join
- InductNow can save time spent on face to face inductions and allow new joiners to start compliance training and learning about products before they even start
- InductNow is a simple, affordable off-the-shelf solution and can be easily branded. The portal can include training modules, compliance, welcome videos and content – it is a white-label product so is far more cost effective than bespoke websites

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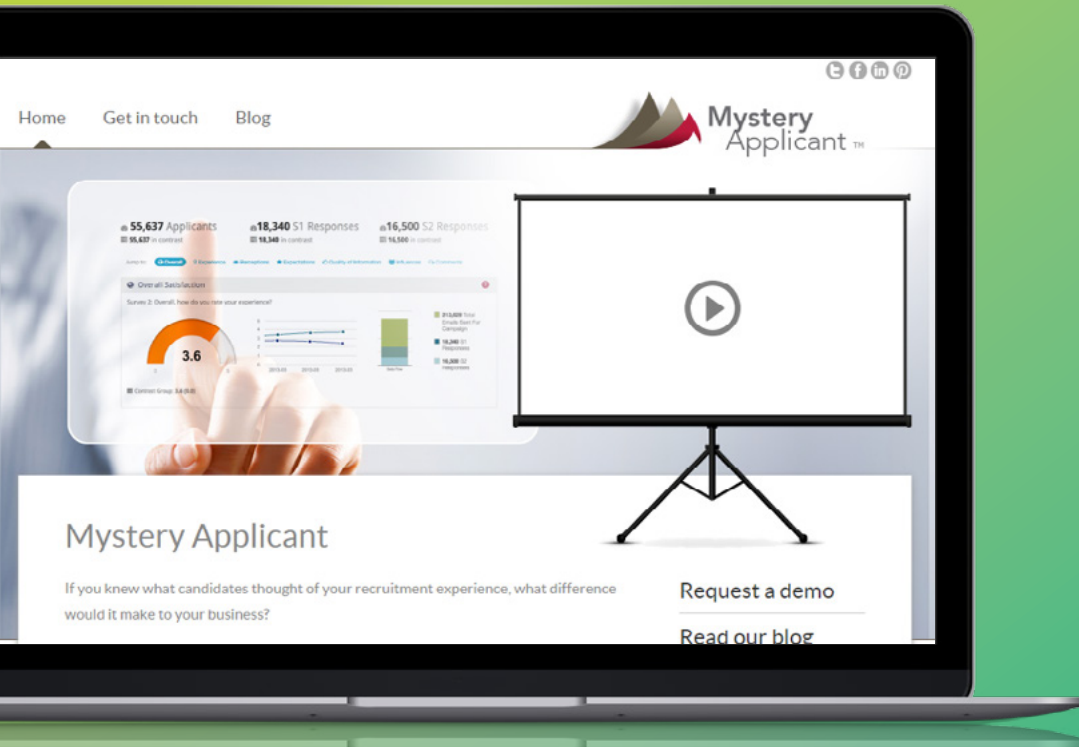


ONBOARDING
& INDUCTION

mysteryapplicant.com

FREE £ £ £ £

- Mystery Applicant is an HR SaaS tool that provides real-time candidate experience feedback. In many ways, this is a recruitment adaptation of the mystery shoppers used by retailers to monitor customer experiences
- Their research tool allows users to filter, contrast and benchmark key metrics
- The assessment covers all aspects of the hiring and recruitment process and can be integrated with Applicant Tracking Systems



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Resource Solutions' dedicated Innovation team provides market intelligence, research, insights and trend reporting to all clients globally. For further information, please contact a member of the Innovation team directly:

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Resource Solutions is a provider of Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) solutions. We have delivered these solutions to leading organisations since 1997 and manage a recruitment budget of over £2 billion on behalf of our clients. As part of the Robert Walters Group, our business has considerable resources at its disposal. With a truly global footprint across 24 countries, we are able to work in close partnership with organisations and manage everything from global accounts with demanding resourcing strategies to single sites with lower recruitment volumes.