

A woman with dark hair in a grey blazer and knit top is smiling and gesturing with her hands in a meeting. She is seated at a table with a laptop, a glass of water, and a pen holder. The background is a blurred office setting. The image has a red overlay on the left side.

Adecco

Recruitment Process Outsourcing

Modular Solutions for Flexible, Scalable and Measurable Hiring

January 2026

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Unpredictable demand calls for recruitment that's built to flex, not break.

A New Direction: Modular RPO for a More Agile Future

Organisations are seeking flexible partnerships that allow them to tailor support to specific stages of the recruitment process, such as sourcing, screening, onboarding or analytics, while maintaining strategic ownership of their talent function.

This shift reflects a new way of working, where RPO is no longer seen as a one-size-fits-all model but as an adaptable framework built for speed, collaboration and continuous improvement.

Modular RPO enables businesses to start small, scale quickly and evolve in real time as hiring needs change. The result is a shared approach that brings together internal expertise and Adecco's specialist capability to deliver faster, smarter and more sustainable recruitment outcomes.

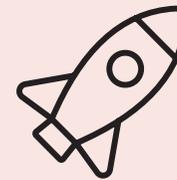
Adecco: Partnering for Agility and Impact

At its core, Adecco's approach to Recruitment Process Outsourcing is modular and designed so every organisation can select only what they need, when they need it. With global scale and local expertise, we design solutions that flex to fit each organisation's needs. Our partnerships with leading technology providers, combined with best-in-class generative AI tools like Agentforce, ensure recruitment processes are efficient, insight-led and human-centred.

We embed diversity and inclusion strategies, deliver measurable cost and quality outcomes, and provide the market intelligence that helps organisations make smarter workforce decisions.



97%
of employers say that having a trusted RPO partner allows them to focus on business-critical priorities



60%
of employers say hiring happens faster with an RPO



15%
increase in Modular RPO deals in the last three years

1. Modular RPO: Build Your Perfect Solution

Economic uncertainty, shifting workforce expectations and rapid advances in AI are redefining how organisations attract and retain talent. Evolving legislation, skills shortages and growing expectations for social responsibility are adding new layers of complexity to workforce planning. Against this backdrop, organisations are turning to modular RPO models that provide agility, scalability and control.

Four Key Market Dynamics are Driving Modular RPO Adoption:

 <p>Expanding Access for Emerging Buyers</p>	 <p>Focus on Cost Efficiency and Value</p>	 <p>Variable Hiring Demand Across Markets</p>	 <p>Demand for Agility Among Large Organisations</p>
<p>As small and mid-sized organisations face growing competition for talent, modular RPO offers an accessible entry point to scalable, expert-led recruitment. It enables first-time buyers to start small, test measurable outcomes and scale as their business and confidence grow.</p>	<p>With budgets under pressure and hiring needs becoming more complex, organisations are seeking cost-effective ways to expand capability. Modular RPO allows them to scale recruitment without increasing fixed costs, aligning spend directly to performance and demand.</p>	<p>Shifting business priorities and unpredictable market conditions are making static resourcing models less sustainable. Modular RPO provides the flexibility to scale up or down quickly, maintaining efficiency and quality through periods of change.</p>	<p>Large employers are reworking talent strategies to stay resilient and adaptable. Modular RPO enables them to adopt only the components they need, improving governance, simplifying delivery and accelerating their response to market change.</p>

Five Key Benefits:

<p>Speed to value Implemented in weeks, not months, delivering faster access to talent and quicker ROI.</p>
<p>Agility and scalability Easily scale capacity up or down to match shifting market and business needs.</p>
<p>Cost efficiency Invest only in what's needed, reducing overhead and maximising recruitment spend.</p>
<p>Control and transparency Businesses choose how much ownership to retain, from selective modules to full outsourcing.</p>
<p>Partnership and performance Each engagement is grounded in shared goals, clear metrics, and continuous improvement.</p>

1. Modular RPO: Build Your Perfect Solution

Adecco’s modular approach means you choose exactly which recruitment processes to enhance, from initial sourcing through to onboarding, whilst maintaining full control of the rest. Whether you need project-based surge capacity, specialist recruiter expertise, or end-to-end transformation, our solutions flex to fit your exact requirements.

How Modular RPO Differs:



Flexibility and Choice



Impact on Internal Teams and Capability



Scalability and Adaptability



Speed to Value



Technology

Traditional RPO Models

- All-or-nothing commitment
- One-size-fits-all processes
- Replacement of existing internal teams
- Provider-led ownership with minimal client control
- Fixed capacity with limited scalability
- Limited adaptability once live
- Implementation timelines of six months or more
- Contracts lasting 12 to 36 months
- Technology defined entirely by the provider
- Timely to implement

Adecco’s Modular RPO Model

- Select only the modules you need
- Tailor every process to your priorities and market context
- Enhance and integrate with your existing capability
- Co-design the partnership while maintaining full control and visibility
- Freedom to scale support up or down as hiring needs change
- Continuously optimise as business needs change
- Go live in a matter of weeks with rapid mobilisation
- Switch support on or off as needs change, removing lengthy commitments and fixed overheads
- Access to a broad technology ecosystem with best-practice tools
- Existing technology platforms enable swift access

Recruiter as a Service: On-Demand Expertise When You Need It

When hiring demand spikes or projects need immediate attention, Adecco can deploy experienced recruiters within 48 hours. These on-demand professionals integrate seamlessly with your existing teams, processes and systems, providing instant capacity and capability without long-term commitment.

How it works:



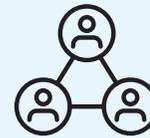
Fast deployment:

Specialist recruiters mobilised within 48 hours, either remotely or onsite.



Full integration:

Work within your existing ATS, HRIS and hiring workflows.



Flexible deployment:

Ideal for hiring surges, specialist campaigns, project builds or temporary cover for internal recruiters.



Transparent cost model:

Daily or weekly rate options that provide predictable costs and no full RPO commitment.

2. How RPO Augments Your Talent Strategy

Many organisations worry that RPO means losing control or sidelining their existing talent teams. At Adecco, our approach is based on enhancement, not replacement. Our recruiters work alongside your people, preserving your culture, processes and decision-making while adding specialist capability exactly where it is needed. Your team stays in control, supported by additional capacity and expertise to meet demand without compromise.



1. Workforce Planning

Strategic Workforce Design

Aligning future hiring needs with business priorities through data-driven forecasting.

Employer Value Proposition

Creating a compelling brand story to attract and retain the right talent.



2. Sourcing

Talent Discovery

Tapping into broader networks and talent pools to access scarce skills quickly. RPO adopters are twice as likely to secure higher quality hires.

Candidate Selection

Using consistent, structured methods to identify top performers early. Quality of hire is a proven outcome, with adopters reporting better retention and cultural alignment.



3. Candidate Experience

Fair and Predictive Assessment

Evaluating skills, capabilities and cultural fit through fair and standardised processes.

Seamless Interview Coordination

Streamlining logistics with automated tools and AI to accelerate time-to-hire.

Offer and Acceptance Management

Creating a compelling brand story to attract and retain the right talent.

Engaged Onboarding

Delivering a smooth transition to strengthen engagement and retention.



4. Technology

Integrated Applicant Tracking

Centralising candidate data and automating workflows. 90% of organisations say RPO strengthens communication and performance visibility.

Screening and Compliance

Safeguarding quality and compliance through structured pre-employment checks.

What Modular RPO Delivers

Each component can stand alone or connect as part of a wider solution, but their true strength lies in how they work together. Adecco unites these elements through people, process and technology, creating a recruitment model that flexes with demand and keeps organisations ready for what comes next. As a result, organisations gain a resilient talent strategy that evolves alongside their priorities.

3. What Types of Hiring Does RPO Support?

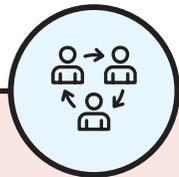
Organisations face a wide range of hiring needs, from permanent and specialist roles to surge projects, frontline volume and early-career pipelines. Adecco’s modular RPO model is built to flex across them all. You can choose full-process delivery or select specific areas of support, creating a solution that fits your structure, scale and goals.



Permanent Hiring

Full process, or targeted modules – you decide

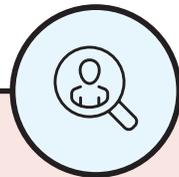
Modular RPO strengthens end-to-end permanent recruitment or enhances specific stages such as sourcing, assessment or onboarding. The result is faster hiring, higher quality candidates and a stronger employer brand.



Project Hiring

Surge capacity without long-term commitment

For time-sensitive campaigns such as product launches, seasonal surges or new market entry, modular RPO provides rapid mobilisation and specialist delivery teams that can scale up or down as needed.



Specialist and Hard-to-Fill Roles

Expert recruiters for critical hires

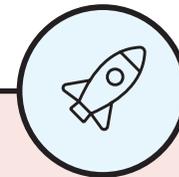
Modular RPO connects you with specialist recruiters who bring deep market insight and advanced sourcing capability. These modules can activate quickly to fill niche roles or deliver targeted diversity and inclusion goals.



Volume and Front-Line Hiring

Scale rapidly, scale down seamlessly

High-volume operational recruitment demands precision and efficiency. Modular RPO uses automation and streamlined assessments to manage large applicant volumes quickly while maintaining fairness and consistency.



Early Careers and Graduate

Build the talent of the future, without permanent overheads

Adecco’s modular solutions for early careers are designed around specific intake dates and campaign cycles. They can be activated when needed and scaled down between programmes, combining targeted attraction, inclusive assessment and structured engagement to build strong future talent pipelines.

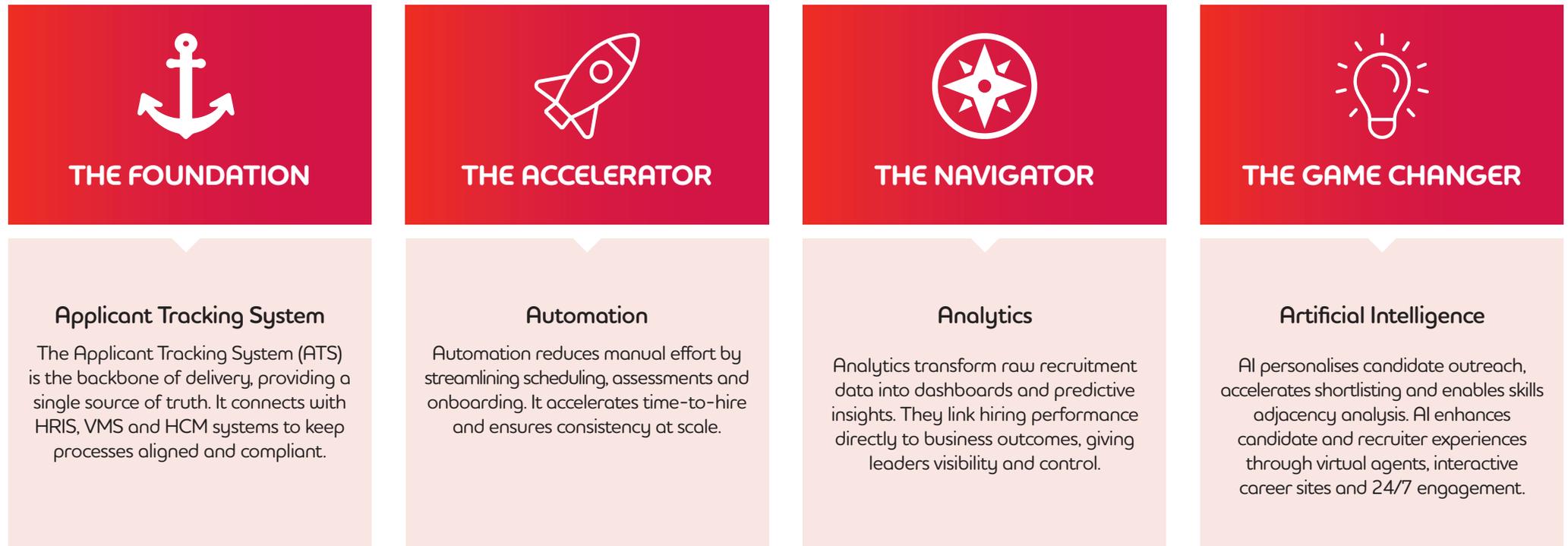
4. Solving Real-World Hiring Challenges Through Modular RPO

Hiring pressures differ for every organisation, whether scaling, sourcing specialists or improving efficiency and experience. Adecco’s modular RPO adapts to these needs. Two-thirds of employers see faster hiring with RPO, and more than half see improved consistency. In a market shaped by candidate ghosting, skills shortages, and unpredictable demand, these outcomes show why RPO has become a trusted solution. We see repeatable patterns in the hiring challenges employers face that with the right structure and support can be anticipated and managed.

<p>Scenario</p>	 <p>When Rapid Growth Overwhelms Your Hiring Capacity</p>	 <p>When Critical Roles Go Unfilled and Delivery Suffers</p>	 <p>When a Poor Candidate Experience Costs You Talent</p>
<p>Does this sound familiar?</p>	<p>Your team is stretched thin, vacancy numbers are rising and the pressure to fill roles quickly is impacting quality. Scaling fast without losing control feels like an impossible balance.</p>	<p>You know exactly which roles need to be filled, but sourcing the right talent quickly enough is proving difficult. Timelines are tight, and every delay affects operational performance.</p>	<p>You’re attracting the right candidates, but too many are disengaging mid-process. Feedback is slow, communication inconsistent and your employer brand is suffering as a result.</p>
<p>How Adecco Helped</p>	<p>Adecco helped a fast-growing tech company expand hiring capacity through a flexible mix of embedded recruiters and central sourcing. In six months, we delivered 740 hires on a target of 500 and reduced time-to-hire by 38%, all with full compliance.</p>	<p>A global manufacturer partnered with Adecco to hire over 100 specialists for a new facility. Embedded recruiters used targeted sourcing to reach scarce talent and build a strong pipeline. The project achieved 100% fulfilment, with 90% of hires via direct sourcing, delivering cost efficiency and full readiness at launch.</p>	<p>A leading glass manufacturer asked Adecco to overhaul its candidate journey and rebuild trust in hiring. By introducing a new ATS and simplifying assessments, we cut delays and improved communication. The result was faster feedback, higher engagement and an industry-leading NPS of 86, strengthening its employer brand.</p>
<p>Why This Matters</p>	<p>Hiring challenges will always happen; what matters is how you respond. Spikes in demand can overwhelm teams, clunky processes slow delivery, and compliance gaps create avoidable risk. With modular RPO, we strengthen your capability, integrate with your systems, and deliver results that move your business forward.</p>		

5. The 4 ‘A’s’ Framework: Tech Pillars of RPO Success

Your technology environment is complex enough. Instead of introducing new tools, Adecco enhances the ones you already rely on by integrating automation, analytics and AI into your existing HR systems. Through strong tech partnerships and tools like Agentforce, we deliver simple, intuitive experiences that work for recruiters and feel natural for candidates. Our 4 A’s Framework keeps everything practical and focused on driving value, not adding layers.



The result is a digital-first, insight-led hiring function where technology enables seamless delivery and a stronger candidate experience. With Adecco, organisations gain not only access to the latest platforms but also the expertise to make them work as a strategic advantage.

6. AI in Action: The ‘Agentforce Effect’

AI is moving from hype to real-world impact. Employers are already reshaping their talent strategies around it, and nearly half now rank AI as their number one RPO priority. Adecco is leading this transformation through Agentforce, delivering measurable improvements for both recruiters and candidates. Across every stage of the hiring journey, it helps our clients move faster, hire smarter, and create better experiences for candidates and recruiters alike.



Candidate Engagement

- Boosts response rates with hyper-personalised ads and outreach.
- Targets the right talent through smart profile and feedback insights.
- Keeps candidates engaged 24/7 via virtual agents and chatbots.



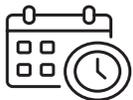
Sourcing & Screening

- Speeds up hiring with automated job descriptions and assessments.
- Delivers faster shortlists through video analysis and instant summaries.
- Elevates quality and fairness with data-driven sentiment insights.



Interviewing

- Ensures consistency with role-aligned question sets.
- Saves hours through instant transcripts and summaries.
- Sharpens decisions with intelligent shortlisting recommendations.



Talent Administration

- Streamlines offers, requisitions and documentation in minutes.
- Improves accuracy and compliance at every step.
- Frees recruiters to focus on strategy, not admin.



Skills Mapping

- Supports workforce agility by revealing emerging and adjacent skills.
- Fuels reskilling and succession planning through smart skill mapping.
- Expands access to talent with broader, skill-based pools.



Talent Analytics

- Delivers real-time dashboards and predictive insights on demand.
- Turns data into action with automated performance reporting.
- Powers smarter, faster workforce decisions.



Proven Outcomes with Agentforce

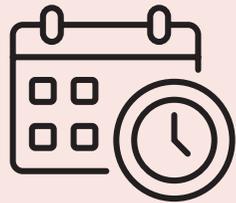
Agentforce brings together the best of people and technology to transform hiring. Proven through Adecco's UK delivery, it is driving higher productivity, deeper engagement, and faster, fairer outcomes across the recruitment journey.

Real results delivered:



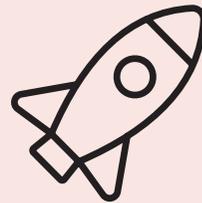
2x

increased recruiter productivity through AI-powered screening



24/7

candidate engagement, with **60%** of engagement outside office hours



35%

faster shortlisting and **50%** less screening time



Innovation with Integrity

Adecco combines innovation with responsibility. Through Agentforce, every agent is deployed with governance, fairness and compliance built in. Recruiters always make the final decision, ensuring AI enhances the process without compromising transparency or trust.

7. Building a Business Case for Modular RPO

A strong business case for Modular RPO is built around three connected pillars that together create measurable value across financial, operational and strategic outcomes. They show how flexibility can deliver results while addressing the priorities of HR, finance and procurement. Transparent pricing, clear governance and pilot-based models help reduce risk, build confidence and secure organisational buy-in for scalable, long-term success.

Each pillar plays a distinct role in demonstrating the value of modular RPO and together they provide a clear foundation for informed decision-making.

<div style="text-align: center;">  </div> <h3>1. The Financial Case</h3> <ul style="list-style-type: none"> • Reduced cost per hire by investing only where impact is greatest. • Surge capacity without permanent headcount costs. • Access to advanced technology and AI, without additional capital spend. 	<div style="text-align: center;">  </div> <h3>2. The Operational Case</h3> <ul style="list-style-type: none"> • Time-to-hire reductions of up to 38% through automation and 24/7 candidate engagement. • Up to 70% less administrative effort through AI-enabled workflows. • Built-in scalability to manage projects, niche roles, or enterprise hiring under one governance framework. 	<div style="text-align: center;">  </div> <h3>3. The Strategic Case</h3> <ul style="list-style-type: none"> • Scalable solutions that flex with changing business demand. • Labour market intelligence and analytics that inform smarter workforce planning. • Inclusive, insight-led hiring that enhances brand reputation and diversity outcomes.
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How to get started

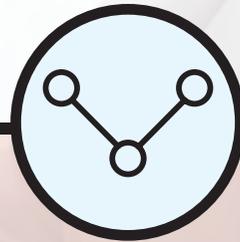
<div style="text-align: center;">  </div> <h3>Assess your current state</h3> <p>Begin with a light-touch discovery to evaluate existing hiring performance, technology, and workforce challenges.</p>	<div style="text-align: center;">  </div> <h3>Prioritise where modular RPO can add value</h3> <p>Focus on the stages that deliver the fastest impact, such as sourcing, screening, or candidate engagement, to prove value quickly.</p>	<div style="text-align: center;">  </div> <h3>Test and scale</h3> <p>Start small, measure results, and expand with confidence. Adecco's modular approach allows clients to scale solutions seamlessly while maintaining control, compliance, and performance visibility.</p>	<div style="text-align: center;">  </div> <h3>Evolve continuously</h3> <p>Use insights, analytics, and feedback loops to refine performance, strengthen recruiter capability, and futureproof the hiring strategy.</p>
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8. How We Can Help



Establishing Trusted Partnerships

We go beyond process and technology to become an extension of your team. Our clients describe us as collaborative, responsive, and innovative. By embedding seamlessly within your organisation, we act as a trusted advisor and deliver results that strengthen both internal confidence and candidate trust.



Delivering Scalable Expertise

Our consultative approach puts outcomes first. We co-create tailored solutions that fit your hiring needs, from modular RPO and project delivery to specialist and high-volume recruitment. Backed by the Adecco Group's global scale and local delivery network, our UK and Ireland teams combine industry expertise with consistent governance, compliance, and quality across every engagement.



Driving Sustainable Impact

We combine human expertise with responsible innovation. Through AI, data, and automation, we enhance efficiency and quality while maintaining fairness and compliance. Our modular model ensures transparency, clear ROI, and measurable results in diversity, quality, and time-to-hire. Clients value our reliability, adaptability, and focus on lasting performance.

Let's Create Your Next Generation RPO Strategy Together

Ready to get started with Modular RPO?

Choose the path that best fits your goals. Begin with advisory first for a free recruitment health check and process review or achieve a quick win with on-demand recruiters deployed within 48 hours. For a more comprehensive approach, explore a strategic partnership through a tailored modular RPO consultation, or select project support to access immediate surge capacity for specific hiring campaigns. Contact Adecco's RPO team to discuss which approach fits your needs.

“Adecco partnered with us to understand our needs and adapt the approach. It is a true partnership that brings innovation and valuable external perspective.”



Visit our
website