

RPO

Award-Winning Global RPO Provider

pontoonolutions.com

turning the ordinary into the **extraordinary**

+1 510.544.9944
lydia.wilson@pontoonolutions.com

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Pontoon delivers award-winning global RPO solutions to organizations interested in a competitive advantage through talent management.

Organizational leaders know that having the right talent can help drive business results and increase shareholder value. At the same time, challenges like economic volatility, regulatory and compliance complexity, understaffed recruiting departments and dated human resource systems pose difficulties for organizations to adequately respond to immediate and ongoing talent demands.

Enter Pontoon. With more than 100 clients, Pontoon has become a trusted source for its global business partners, delivering customized recruitment solutions.

Recruitment Process Outsourcing is Our Primary Focus.

Offering clients a choice, Pontoon can serve as a partial or full-service recruitment arm that manages the team, process and technology for an organization's hiring needs. Holding true to the client's employment strategy, Pontoon executes the day-to-day recruitment operations and ongoing enhancements to optimize effectiveness.

Pontoon RPO believes a client's recruitment process is distinctly theirs – and should be treated that way. Pontoon can custom design a recruitment solution that leverages Pontoon's expertise and experience to meet the unique needs of an organization. In either case, the recruitment solution will be anchored by proven best practices and supported by Pontoon's Global Centers of Excellence. The recruitment process will be centered around your organization's recruitment brand, company culture, and specific needs of ideal candidate profiles. The result is the best of both worlds – true outsourcing benefits with the company's culture and brand at heart.

Innovation That Sets New Standards

No other RPO provider has the technology expertise that Pontoon offers. Our technology is cutting edge and our partnerships are exclusive – delivering the most comprehensive and dynamic candidate targeting by industry. We pinpoint high yielding pockets of potential candidates that meet specific profiles and criteria and proactively review results to ensure top talent. Our clients have a competitive advantage over their competitors trying to hire the same talent because we find them and recruit talent first.

Competitor Analysis

Our deep web searches, including x-ray and flip searching, allow us to know what our client's competitors are doing, giving our clients a leg up on the competition.

Social Prospecting

Our award-winning mobile and social technologies connect candidates with managers to engage hire-ready talent. Text messaging and mobile-based tools manage scripted dialog with mobile users, capturing the data required to build applicant profiles and opt-in mobile communities for ongoing candidate relationship management.

Partnership That Keeps You Informed

Pontoon is metrics-centric and results driven. Real-time dashboard views of recruitment process activities provide the transparency that hiring managers need to stay informed. Our advanced web methodologies consistently build and maintain qualified talent communities and candidate pipelines yielding unmatched client satisfaction.

Recruiters Who Are Certified Technology Specialists

Pontoon's recruiting innovation is not focused solely on technology but also on our recruiters' ability to efficiently navigate the technology and uncover top talent. Our recruiters are certified on multiple platforms and have years of experience creating candidate networks specifically designed to meet recruiting needs.

Implementation and Process Configuration

The Pontoon client engagement team works with company stakeholders to understand the specifics of organizational culture, existing hiring process, technology, and most importantly, goals and objectives for talent acquisition. The outcome is either a custom-built program or a turnkey solution that can be implemented on an accelerated timeline. The program maintains much of the “look and feel” of a client’s current process, while layering in best practices from Pontoon that simplify and streamline the hiring process.

Building the Delivery Team

The Pontoon delivery team can operate from a Centers of Excellence, onsite from one or more company locations, or provide a hybrid onsite/offsite service delivery model. For any approach, the Pontoon team will be fully trained on the client’s business needs and ready to recruit. Beyond simply meeting hiring targets and service-level agreements (SLAs), Pontoon will also offer expert advice to ensure the program delivers great candidates, satisfied hiring managers, and continuous innovation and improvement.

Technology Deployment and Analytics

Pontoon can maintain an existing Applicant Tracking System (ATS), implement a new one, or build a hybrid solution that seamlessly combines the existing candidate application site with state of the art back-end applicant tracking and candidate relationship management technology. Either way, the recruitment process is built on top of a comprehensive technology stack to ensure compliance, data tracking and reporting, as well as robust analytics. With advanced technology capabilities, Pontoon can deliver comprehensive, yet intuitive dashboards that provide simple, on-demand reports, allowing challenges to be uncovered and addressed quickly. The data and analytics team can also deliver management information and various forms of business intelligence to help analyze all the data for a deeper understanding of recruiting and hiring trends.

Integrating Research and Sourcing

Pontoon maintains a specialized sourcing and research team dedicated to identifying the very best sources of candidates – both active and passive – and generating strong talent pipelines for all positions. Fully trained on the latest techniques and equipped with the most advanced technologies, the Pontoon research and sourcing team is at the heart of ongoing talent pipelining and building talent communities.

Thoughtful Screening and Assessment

From skills testing and psychometric evaluations to structured behavioral interviews and reference and background checking, Pontoon uses a full gamut of tools to ensure candidates fit hiring requirements. The process goes beyond skills to ensure a cultural and personality fit as well.

Monitoring Legal Compliance

Pontoon programs are built to ensure compliance with all hiring laws. The delivery team is trained and tested to comply with all laws, from the OFCCP, EEO and TUPE, as well as country-specific, state and local legislation. The Pontoon team will also ensure that internal processes – from job descriptions and screening criteria, to data capture and reporting – are compliant with all applicable rules and regulations.

Recruiting Challenges and Solutions

Pontoon has a proven record of analyzing the myriad of challenges related to recruitment processes then delivering a customized resolution.

Challenge: Candidate Sourcing in a Competitive Market

Sourcing candidates for “hard-to-fill” jobs is always a challenge in a competitive market. From IT/MIS and key sales positions to engineering and technical roles, top talent is currently employed, well paid, and happy. To attract and capture that talent, Pontoon goes beyond the typical “post and pray” strategy with a true competitive talent acquisition strategy employed by research, sourcing and recruitment experts.

Challenge: Elevated Recruitment Costs

Reducing recruitment costs without compromising quality is a common challenge. Pontoon leverages investments in technology, staff, training, and infrastructure to reduce costs without sacrificing quality of service. Pontoon delivers significant savings by coupling buying power that lowers technology and sourcing vendor rates with the elimination of wasteful agency and search fees.

Challenge: Prolonged Hiring Process

With companies operating leaner than ever, each vacant job is critical and can lead to lost days and ultimately lost revenue. Pontoon's process improvement expertise shaves critical days—often weeks—off an organization's average time to hire. A proprietary parallel recruiting process moves candidates through the hiring process faster with committed service levels (SLAs) guaranteeing speed at each step. Plus, proactive pipelining means pre-screened candidates can be ready in hours instead of weeks.

Challenge: High Turnover Rate

New hire attrition costs money and lowers morale. Pontoon identifies the best-fit candidates who are most likely to be productive in their new position and happily stay with an organization long-term. Pontoon, prior to hire, assesses the behavioral and cultural match between the candidate and the organization, provides the candidate with a realistic job preview, then determines aptitude for the position to be filled.

Challenge: Need a Scalable Recruitment Function

Seasonality, mergers and divestitures, economic forces, and changes in business strategy all conspire to demand an ever-greater degree of flexibility in an organization's recruitment function. One quarter there may be 300 jobs to fill, followed by 500 the next month. Pontoon's recruitment infrastructure is scalable allowing for expansion and reduction of activities to meet changing needs on a moment's notice. Pontoon's costs scale with service due structured outsourcing arrangements that reduce the need to pay for a larger-than-needed recruitment function during slow times or paying huge ramp-up costs during busy periods.

About Pontoon

Pontoon, with corporate headquarters in Jacksonville, Florida, United States, is the global leader in workforce solutions. Pontoon specializes in Contingent Workforce Solutions, Recruitment Process Outsourcing and Workforce Consulting. Operating with over 800 colleagues worldwide, Pontoon currently delivers talent management solutions in 74 countries for its 100-plus clients, a global client base that is broader and deeper than the industry has experienced to date. Pontoon is one of the largest worldwide MSPs, and has been selected to the HRO Today Baker's Dozen list for nine consecutive years.

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