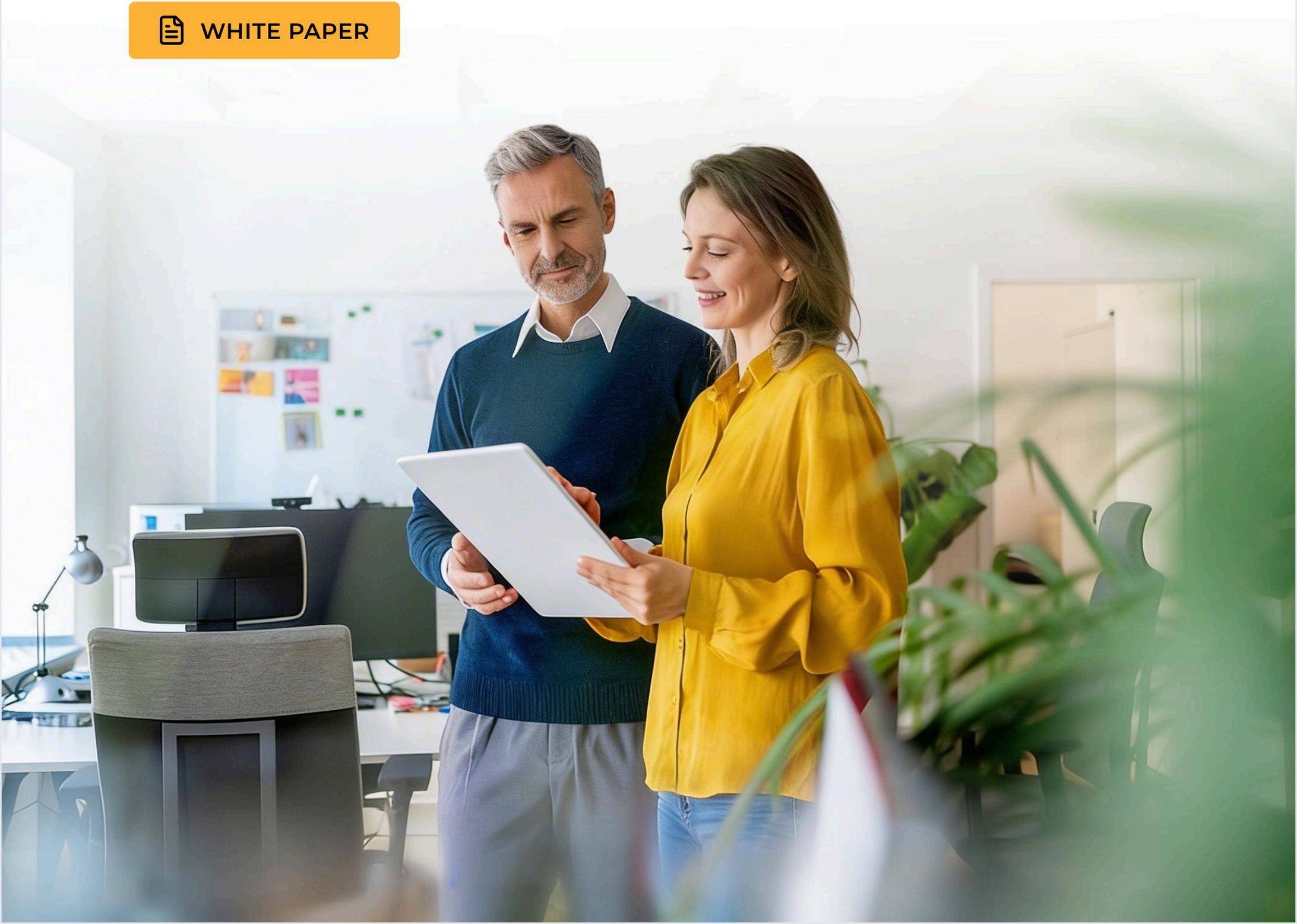


Hiring Agility Without the Full Outsourcing Commitment

What Modular RPO Is, When to Use It, and How
Leading HR Teams Are Scaling Smarter

 **WHITE PAPER**



Executive Summary

Unpredictable hiring demand has become the norm. Seasonal ramps, new business launches, labor disruptions, and attrition spikes are no longer exceptions - they are part of everyday workforce planning. At the same time, HR and Talent Acquisition leaders are under constant pressure to do more with less, manage costs, and protect candidate experience.

⚠ For many organizations, traditional solutions fall short. Hiring more recruiters adds cost and rigidity. Full RPO can feel too permanent or disruptive. Automating everything introduces risk and removes human judgment where it still matters most.

Modular RPO offers a different path. It allows organizations to add targeted recruiting capacity and capability where they need it most - without giving up control or committing to full outsourcing. This paper explains what Modular RPO is, when it makes sense, who benefits most, and how organizations are using it today to scale hiring with speed, flexibility, and confidence.

Why This Conversation Matters Now

Hiring volatility is no longer temporary. Organizations are navigating:

-  **Unpredictable hiring demand as the new normal**
-  **Seasonal ramps, launches, labor disruptions, and attrition spikes**
-  **Internal TA teams feeling strain long before performance fails**
-  **Cost pressure and expectations to deliver results without adding headcount**



What makes this moment particularly challenging is that most TA teams are not broken - they are overloaded. Pressure builds quietly as recruiters spend more time coordinating, scheduling, and following up, leaving less time for high-value work like engaging candidates and advising hiring leaders.

This strain often shows up as longer time-to-fill, rising agency reliance, inconsistent candidate experience, and burnout - not because teams lack skill, but because capacity is misaligned with demand.

The Old Binary Choice in Recruiting Is Broken

Historically, organizations facing hiring pressure were forced into one of three choices:



**Hire more
recruiters**



**Commit to all-or-
nothing
outsourcing**



**Automate
everything**

Each option carries risk. Hiring permanent staff increases fixed cost. Full outsourcing can reduce flexibility and control. Over-automation can damage candidate experience and trust.

These binary choices no longer match the realities HR leaders face today. Modern hiring requires adaptability - the ability to scale up and down, add capabilities temporarily, and respond to disruption without redesigning the entire operating model.

What Is Modular RPO?

Modular RPO is a flexible recruiting support model that allows organizations to "plug in" targeted services where capacity is constrained - without outsourcing the entire recruiting function.

Instead of committing to end-to-end RPO, organizations select specific modules that address their most urgent bottlenecks, such as:

-  **Sourcing and talent mapping**
-  **Resume screening and initial qualification**
-  **Interview scheduling and coordination**
-  **Candidate engagement and follow-ups**
-  **Offer management and pre-hire onboarding support**



The goal is not to replace internal TA teams, but to extend them. Modular RPO acts as an embedded partner, operating within existing systems, workflows, and employer brand - becoming a seamless extension of the organization's recruiting engine.

What Modular RPO Is Not

Modular RPO is often misunderstood. It is not:

✘ **Staff augmentation without strategy**

✘ **Full outsourcing that removes ownership or control**

✘ **Transactional recruiting focused on volume alone**

🛡️ At its core, Modular RPO is designed to keep talent acquisition human-first while removing the administrative work that slows teams down. It preserves decision-making, accountability, and employer brand - while improving speed and capacity.

Beyond Recruiters: Why Modern TA Requires More

As hiring grows more complex, recruiting success depends on more than recruiter capacity alone. Many organizations are using Modular RPO to extend support into areas such as:

-  **Employer branding and candidate experience design**
-  **Workforce planning and hiring advisory**
-  **Analytics and reporting to improve visibility**
-  **Recruiting technology enablement**
-  **Proactive candidate engagement and follow-up**



This expanded model reflects the reality that TA today sits at the intersection of strategy, operations, and experience - not just requisition fulfillment.

When Modular RPO Makes Sense

Modular RPO is particularly effective when:

-  **Hiring surges outpace internal capacity**
-  **Time-to-fill spikes in specific roles or functions**
-  **Agency usage rises due to internal bottlenecks**
-  **Recruiters are stuck in low-value administrative work**
-  **Budgets are limited, but expectations remain high**
-  **Overtime becomes routine and unsustainable**



Research shows that a significant portion of employee time is spent on work that does not create value. In recruiting, this often translates to scheduling, coordination, and compliance work crowding out relationship-building and strategic advising - exactly where recruiters add the most value.

A Practical Framework: How to Get Started

Organizations considering Modular RPO should begin with clarity, not scale. Effective implementations typically follow five steps:



Assess recruiting pain points

Identify where work breaks down first - sourcing, screening, scheduling, or engagement.



Define business priorities

Align hiring goals to business outcomes, not just req volume.



Align the right modules

Select targeted support where capacity constraints are most acute.



Pilot and measure outcomes

Track time-to-fill, cost, candidate experience, and recruiter workload.



Scale what works

Expand or contract modules as demand changes.



Modular RPO isn't about handing recruiting off. It's about reassessing capacity and structure, then adding support where it's needed - without locking into a permanent model.

Real-World Examples: Modular RPO in Action



Case Study: Wingate Companies

Wingate, a national leader in multi-family property management, faced decentralized hiring across 200+ properties. Property leaders were managing recruiting on top of their day jobs, resulting in inconsistent experience, slow hiring, and limited visibility.

Rather than replacing everything at once, Modular RPO focused on relieving pressure at the biggest bottlenecks:



Centralized recruiting operations



Implementation of an ATS and automated outreach



Dedicated recruiter pods aligned to role types



Real-time reporting on hiring performance

Results included:



29%

reduction in time-to-fill for non-exempt roles



56%

reduction for management roles



11%

quarter-over-quarter reduction in cost per hire



Increased

candidate NPS and reduced strain on property leaders



Case Study: Global High-Volume Hiring Organization

A global customer experience organization needed to hire more than 70,000 employees annually across multiple regions while controlling cost and maintaining consistency.

Modular RPO enabled:

-  **Offshore recruiting teams with built-in surge capacity**
-  **Standardized processes across regions**
-  **Automation of screening, scheduling, and compliance steps**
-  **A recruiting engine that scaled without chaos**

Results included:

-  **Consistent 98–100% fill rates in key markets**
-  **One-day turnaround from application to pre-offer in many cases**
-  **Significant cost savings versus traditional models**
-  **Improved candidate satisfaction and recruiter productivity**

The Role of Technology - Without Losing the Human Element

Technology and AI play an important role in Modular RPO, but always with human oversight. Automation handles repetitive administrative tasks. Recruiters focus on engagement, judgment, and quality. Human-in-the-loop accountability ensures fairness, transparency, and trust.

This approach aligns with market insight that high-volume recruiting increasingly goes AI-first - while recruiter skills shift toward more complex, human-centric work.



Key Takeaways

-  **Hiring volatility is here to stay**
-  **Flexibility matters more than scale alone**
-  **Binary recruiting choices no longer work**
-  **Modular RPO fills the gap between doing everything in-house and full outsourcing**



For HR and TA leaders navigating uncertainty, Modular RPO offers a practical, adaptable way to scale hiring - without sacrificing control, experience, or long-term strategy.

Explore What Modular RPO Could Look Like for You

Every organization's hiring challenges are different. Whether you're dealing with seasonal ramps, persistent bottlenecks, or uncertainty about future demand, Modular RPO offers a flexible way to add capacity without committing to full outsourcing.

Reach out to discuss where targeted recruiting support could reduce friction, improve speed, and protect candidate experience - without locking you into a long-term model.

 **Let's Talk About Your Hiring Challenges**



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