

OUR VIEW ON...

## TOTAL TALENT MANAGEMENT SERVICES



At Gibbs Hybrid we believe RPO (Recruitment Process Outsourcing) is a technique of the past. The future is Talent Acquisition Engagement & Optimisation. Optimising a blend of both permanent and contingent talent enables organisations to be agile, responsive and relevant.

Whether you wish to partner with a specialist Talent Acquisition provider for a full end-end capability or you simply require support with certain parts of the Talent Acquisition process such as sourcing and screening, building of talent communities or your Employer Value Proposition, Gibbs Hybrid works as a trusted partner to deliver better outcomes.

Organisations are increasingly questioning why they should pay a premium to recruitment partners to find candidates they can find themselves, through social media platforms and recruitment websites, at a fraction of the agency fees traditionally charged. We agree.

At Gibbs Hybrid, we support organisations looking for specialist Talent Acquisition providers that can supplement and complement their own HR and Talent Acquisition expertise and capabilities.

We work with clients to provide the best possible outcomes leveraging our expertise in people, process and technology. The services we provide range from more transactional activities such as recruitment administration and interview scheduling to higher value, specialist expertise and capability including the creation of talent communities, building digital recruitment marketing campaigns using specific, relevant and targeted recruitment marketing content conveying a compelling Employer Value Proposition to drive high levels of multi-channel candidate engagement and support digital sourcing strategies.

Through close partnership with our clients, we optimise Talent Acquisition outcomes by supplementing capability gaps, building expertise and through increased levels of candidate engagement providing the best quality candidates.

**GIBBS' TOTAL TALENT MANAGEMENT SERVICES GIVE OUR CLIENTS THE ABILITY TO FULLY CAPITALISE ON THE POTENTIAL OF THEIR EMPLOYEES TOGETHER WITH THE EXTENDED WORKFORCE. OPTIMISING A BLEND OF BOTH PERMANENT AND CONTINGENT TALENT ENABLES ORGANISATIONS TO BE AGILE, RESPONSIVE AND RELEVANT WITH THE LATEST SKILLS AND EXPERTISE IN A DYNAMIC MARKET.**

**For more information on Total Talent Management visit [gibbshybrid.com](http://gibbshybrid.com) or contact:**

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