



RPO & PROJECT RECRUITING

Your recruiting team, for one project or for the long run

Opening a new site, staffing a new contract or short on recruiters? We work as an extension of your team and handle hiring from intake to start date, using your process and your brand.

Flexible

One project, a few months or ongoing support

1 point of contact

A senior recruiting lead manages your account

Weekly

progress reports and a check-in call

Scales with you

Add or reduce support as hiring needs change

When to use it

- You need to hire several people on a set timeline
- You're opening a new site, plant or office
- You've won a contract that comes with hiring requirements
- Your internal recruiters are stretched thin, or you don't have any

What you get

- A senior recruiter who learns your business and your roles
- A hiring plan with clear priorities and timelines
- Sourcing, screening and interview coordination handled for you
- Weekly reporting, so you always know where every role stands

Two ways to work with us

Project recruiting

For a set number of hires on a deadline

- A new site, plant or office opening
- A contract award or large project ramp-up
- A defined start and end date
- One project fee, agreed up front

RPO

For ongoing hiring across your business

- We run all or part of your recruiting function
- Work inside your systems and under your brand
- Support for multiple departments and locations
- Monthly program fee, set to your hiring volume

ADD TO EITHER: [Background checks & drug screening](#) [Reverse sourcing](#) [Pay benchmarking](#) [Interview guides](#) [HR consulting](#)

Both include a dedicated recruiting lead, weekly reporting and our full screening process.

Up and running in about two weeks

01

Discovery: your goals, roles, timeline and budget

02

Hiring plan, job descriptions and interview process

03

Postings, direct outreach and reverse sourcing

04

Screening, candidate profiles and interviews

05

Offer support and handoff to onboarding

06

A weekly report and check-in call

From a six-month project to a five-year partnership

RPO · HEALTHCARE PAYMENTS TECHNOLOGY

Primary recruiting partner

Result: A six-month engagement became a five-year partnership.

WHAT WE DID

We worked as part of the company's HR team, managing each search from intake to offer across IT, engineering, finance, operations, call center and executive roles. Because we kept delivering, the client made Delectus its primary recruiting partner.

100+ roles filled

6 departments

Executive to call center

2017-2022

Founded 2015 · North Carolina · Candidates placed in all 50 states

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Have a big hiring need coming up?

Tell us about it. We'll get back to you within one business day.

[Start a Search](#) →