

CAPABILITY STATEMENT

Recruitment Process Outsourcing

SMARTER. FASTER. EMBEDDED TALENT ACQUISITION FOR INDUSTRY.

DECEMBER 2025



Barclay's RPO solutions give you a dedicated recruitment engine built for Construction, Engineering and Manufacturing.

You get specialist consultants, structured processes, behavioural science and a deep talent ecosystem without building an internal TA team.

EXECUTIVE OVERVIEW

WHAT RPO MEANS AT BARCLAY

- A modern, embedded recruitment solution designed for high-growth industrial businesses
- Built for organisations scaling fast, winning major projects, or facing sustained workforce pressure
- Barclay becomes your internal recruitment engine – without the cost, risk or lag of building one yourself
- Ideal for Construction, Engineering, Manufacturing & Infrastructure environments

THE MARKET REALITY

WHY TRADITIONAL RECRUITMENT NO LONGER WORKS

- Construction and infrastructure face acute talent shortages and project-driven workforce volatility
- Transactional recruitment models are flighty, reactive and expensive at scale
- Manufacturing and infrastructure growth is outpacing construction talent availability
- Businesses need speed, consistency, insight and predictability – not one-off placements



WHAT RPO IS DESIGNED FOR

IDEAL CLIENTS

- High-growth organisations
- Recently won (or about to win) major projects
- Preparing for long-term demand (including Olympic 2032 impacts)
- 100-400 employees
- Turnover from \$20 million to \$50 million +
- Hiring volumes of 4-30 roles at any time
- Lean HR or internal recruitment teams stretched thin

WHAT IS RPO AT BARCLAY

RECRUITMENT PROCESS OUTSOURCING EXPLAINED

- Barclay embeds specialist recruiters into your business
- Monthly retainer model with significantly reduced per-hire costs
- Fixed, predictable recruitment spend
- Full access to Barclay's database, frameworks, and industry intelligence
- Highly opportunistic approach – always identifying hiring opportunities inside your business

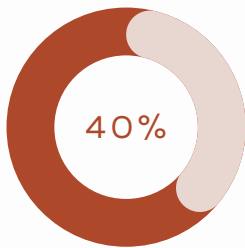
NOTES:

For organisations needing a deep partnership, consistent delivery, and a recruitment function that operates as part of the business without building an internal TA team. You get all the benefits of a fully managed RPO model, strengthened by the option of an embedded Barclay consultant integrated into your operating rhythm.

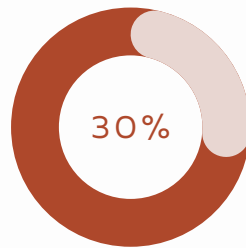


MEASURABLE OUTCOMES

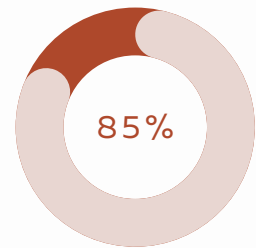
WHAT YOU GAIN



faster hiring



lower cost
per hire



retention
rate

- Zero downtime waiting for candidates
- Stronger leadership alignment
- Predictable, high-performance recruitment delivery

MEASUREMENT, REPORTING & INSIGHTS

DATA-LED RECRUITMENT PERFORMANCE



Time-to-hire

Track efficiency metrics



Funnel Ratios

Sourcing channel performance



Market Intelligence

Trends & salary insights



Quality Analysis

Candidate quality & REACH insights



Bottleneck Analysis

Theory of Constraints application

EMBEDDED DELIVERY MODEL

NOT AN OUTSOURCED VENDOR— AN INTERNAL CAPABILITY

- Dedicated Barclay recruiter inside your business
- Supported by senior subject-matter experts
- Optional access to broader Talent Advisory services
- Backed by the Verity ecosystem

Barclay RPO Models

TWO SOLUTIONS. ONE RECRUITMENT ENGINE.

RPO-LIGHT

Designed for teams needing hiring support without the complexity of a full RPO.

BEST SUITED FOR:

- 1-4 roles per month
- Businesses testing a structured hiring model

INCLUDES

- Monthly shortlists
- Active talent pooling
- Database search + headhunting
- Structured interviews
- REACH behavioural assessments
- Fixed-fee simplicity
- Faster hiring cycles



FULL RPO

For organisations needing consistent delivery & an embedded recruitment function.

STRATEGIC PLANNING

- Workforce planning
- Integrated intake sessions
- Market mapping
- Competitor and salary insights

FULL-CYCLE DELIVERY

- Sourcing and screening
- Shortlist presentation
- Interview coordination and support
- Psychometrics and reference checks

EMBEDDED INTEGRATION

- Dedicated Barclay recruiter (on-site or virtual)
- Daily/weekly stand-ups
- Direct access for hiring managers
- Integrated into business rhythm

CONTINUOUS OPTIMISATION

- Recruitment process improvement
- Performance dashboards
- Monthly reviews
- Bottleneck & constraint analysis



THE FINANCIAL CASE

WHY RPO MAKES COMMERCIAL SENSE

- Monthly retainer replaces high transactional fees
- Reduced cost per additional hire (\$1,500–\$3,000)
- Access to savings calculator to quantify ROI
- Cost-of-vacancy analysis for senior leadership
- Clear visibility on the cost of *not* filling roles

WHAT MAKES BARCLAY DIFFERENT



LASER-FOCUSED SPECIALISATION

20+ years operating exclusively
in your industries



PROVEN 3-STEP FRAMEWORK

Consistency, discipline, and quality
built in



460,000+ TALENT BANK

Pre-qualified, industry-specific
talent at scale



BEHAVIOURAL INSIGHTS WITH REACH

Better alignment, better
performance, fewer hiring mistakes

AN EMBEDDED TEAM, NOT AN OUTSOURCED VENDOR

Your dedicated recruiter + Barclay's
full specialist network

THE VERITY ADVANTAGE

HR, legal, digital, IT, branding,
leadership and finance specialists
available when needed

MORE THAN RECRUITMENT

- Access to a trusted ecosystem of business specialists
- Ability to solve workforce, leadership, and operational challenges beyond hiring
- Integrated support when growth creates complexity



GETTING STARTED

NEXT STEP

1. Begin with a diagnostic session
2. Map hiring pain points, volumes, and growth objectives
3. Model the right RPO solution for your business
4. Build a recruitment engine that scales with you



BARCLAY

RECRUITMENT