

5 Signs Its Time to Break Up with Your RPO

Not every recruitment process outsourcing (RPO) relationship is built to last. If you're feeling more frustration than progress, it might be time to reevaluate your current partner.

Here are signs it's time to rethink your RPO — and what a more flexible partnership can look like:

1

You're Always the One Chasing

If you're constantly following up on open requests, performance metrics or timelines, you're not in a partnership — you're managing a vendor. A true RPO partner delivers proactive updates, real transparency and visible momentum.

2

Your Team Is Doing the Heavy Lifting

You brought on an RPO to ease pressure — not add to it. If your internal team is still carrying the brunt of sourcing, screening or coordination, your partner may be falling short.

3

Everything Requires a Change Order

When business needs evolve, your RPO should evolve with them. If every pivot triggers a delay, scope debate or a new contract, you may be locked into a model that's working against you, not with you.

4

Insight Comes in the Form of Dashboards — and Not Much Else

You deserve more than just reports. You need insight, guidance and recommendations from a partner who understands your workforce and your goals. If you're staring at dashboards without context, you're missing the real value of analytics.

5

Your RPO Feels Stuck in the Past

Hiring is changing fast — but your RPO is still operating like it's 2018. If there's no innovation, no agility and no clear path forward, you might be outgrowing your solution.



Ready to transform your RPO?

At AGS, we partner with you to flex where you need us most — reinforcing your team, not replacing it. Connect with an AGS expert to find out how our RPO model scales with your business at info@allegisglobalsolutions.com