

A woman with curly hair is looking towards a man with a beard and curly hair who is smiling. The man is wearing a blue striped shirt. The woman is wearing a white and blue striped shirt. The background is a blurred office setting.

Managing Statement of Work (SoW)



How we help

Conversion programmes

- Analysis of current SoW spend and identification of misclassified workers
- Design, implementation and management of conversion programme to more appropriate workers over to headcount
- Effective tracking of cost savings and greater screening compliance

SoW and challenge programmes

- Implementation and running of a Demand Desk to determine the most efficient allocation of work
- Discovery Audit – Analysis of your current SoW expenditure and requisition process, providing risk, policy and technology recommendations

Full services procurement

- SoW suppliers engaged through market leading VMS technology, capturing deliverables, milestones, payment triggers, total value and management charges
- Approval chain incorporated into VMS and best placed suppliers selected, ensuring only approved SoW is released, acted on and paid for according to rate card
- Ongoing reporting and analysis of consultancy performance, enabling optimisation and cost avoidance

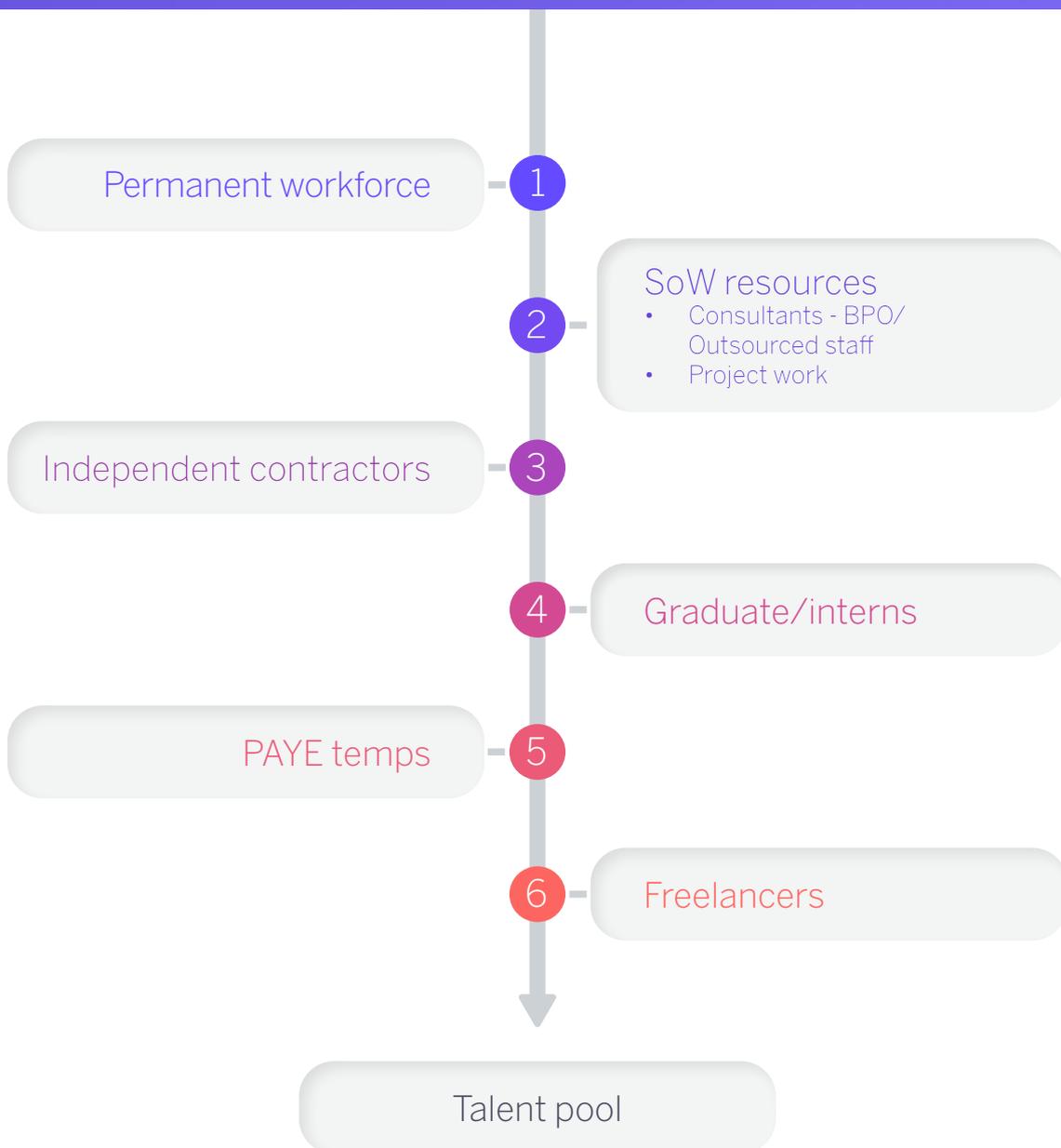
Risk management

- Compliant on-boarding and off-boarding process
- Full monitoring and reporting of compliance risks, including employment and regulatory screening



As a market leader in the delivery of outsourced services procurement. Resource Solutions is well placed to assist clients in the management of their Statement of Work (SoW) spend. We are able to provide this as a standalone service, or as part of a wider Total Talent Management strategy incorporating RPO and MSP services.

Established in 1997, and with **3000+** employees, we have the knowledge and experience to meet your current needs whether it is for a programme covering **50** or **50,000** consultants.





Our SoW managed solutions

Discovery & analysis

We work with clients to help them understand exactly how many consultancy resources are in their business at any one time, who they are, what they are doing and what they cost.

We can assist with building the business case showing the benefits of a fully managed SoW service by analysing tenure, total cost, cost differential against comparable contingent workers, identification of 'body shopped' Limited Company Contractors, cost vs. budget, scope creep, achievement of milestones and, number of suppliers engaged.

We create recommendations on where to start by accounting for multiple factors including business areas utilising consultancy resource, complexity of SoW, stakeholder appetite and overall value of spend.

Services procurement

We have extensive experience of running the technology systems that track all SoW engagement and reporting on them.

We can create bespoke consultancy 'PSL' lists with preagreed legal and commercial parameters.

We provide benchmarking services to help clients gain visibility on cost effective tendering for SoW.

Reporting & insights

Our clients receive greater insight about their total talent utilisation and services expenditure with detailed, tailored management information and reporting.

We can demonstrate in real-time outstanding engagements, which consultancies are being utilised, tracking against agreed milestones, performance versus budget and spend by category, business area or supplier.

Demand desk design & execution

Many of our clients initially utilise a 'Demand Desk', assessing incoming SoW requirements from the business with a rule based review to ensure the appropriate sourcing channel is selected.

This often consists of a Resource Solutions Specialist sitting within the clients procurement team and assisting with the evolution and allocation of SoW requests.

We ensure that the service provided is the best option in the market, procured in the most costeffective and compliant manner.





Case study

SoW management at a Global Financial Services client

Multi-territory Consultant Management programme delivered by a dedicated off-site team.

£2.8m

Realised annual cost savings of £2.8m by reassigning consultancy resource to lower cost contingency workers



Improved process resulting in reduced time to on-board / off-board Consultants including arranging IT access and security passes



Processed renewals and extensions, providing weekly and monthly reports



Hiring Manager engagement significantly increased compliance with company process

About Resource Solutions

Established in 1997, Resource Solutions is a provider of Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) solutions. As part of the Robert Walters Group – a world-leading specialist professional recruitment consultancy, our business has considerable resources at its disposal. With a global footprint across 31 countries, we're able to work in close partnership with organisations and manage everything from global accounts with demanding resourcing strategies to single sites with lower recruitment volumes. We currently source and recruit for client's in over 60 countries, manage a recruitment budget of over £2 billion and hire tens of thousands of employees each year.

Connect with us

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