

Direct Sourcing Checklist

Beginning the journey of implementing a direct sourcing strategy

Building a comprehensive program to compliantly engage contingent talent is an ongoing process that will grow and evolve as organizations discover the optimal way to source, engage, and manage talent in a way that meets their needs and goals as a business. Use the following checklist as a guide to create a robust direct sourcing engagement solution for your organization.

CUSTOMER EXPERIENCE

FOR ENTERPRISE MANAGERS

Does the solution allow the enterprise manager to easily add new or update existing projects?

- Requisition upload
- Skills taxonomy to support matching
- API for auto distribution of projects from other systems

Does the solution provide a matching capability based on skills and fit of the talent? If so, how well does it work?

Does the solution allow managers to search for potential talent beyond the suggested matches?

Will platform users be overwhelmed with talent responses that are seemingly not a fit?

Is there an additional human element to help platform users find success?

FOR CONTINGENT TALENT

Does the solution allow talent to easily create a profile?

Can talent search for opportunities?

Can talent indicate their availability?

Does the solution automatically provide talent with matches based on skills and fit?

How will talent be paid?

What engagement services are available?

CONTINGENT TALENT IDENTIFICATION

Does the system rank the fit based on skill set?

CONTINGENT TALENT CURATION

Can managers search, tag, bookmark, share, and categorize the talent in their network?

Can managers access other talent beyond their own network?

Can managers determine who can see which specific opportunities?

Does the solution allow companies to rate talent performance to inform future engagements?

Does the system access and indicate how talent should be engaged?

TECHNOLOGY

Does the system interface with other common procurement technologies such as an FMS, VMS, or ERP?

Does the system offer value-added services and benefits to increase the satisfaction of independent talent?

IMPLEMENTATION

Identify associated implementation costs.

How long does it take to implement the solution?

How long should it take to see adoption?

ENGAGEMENT

Is the solution accompanied by a compliance offering?

Does the solution indicate whether or not the talent is already compliant?

What are the ongoing costs associated with the solution? Is it a subscription or one-time cost?

Once the engagement is negotiated, does the solution accompany an engagement platform?

Does the solution provide analytics for managers, procurement professionals, and HR teams?

WANT TO LEARN MORE?

For more information, visit www.mbopartners.com or set up a meeting with one of our Client Services Advisors today. Call us at 703-793-6208 or email enterprisesales@mbopartners.com.

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