

## We operate on a simple yet profound principle: To solve talent challenges from the inside out.



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Co-Founder &  
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RS Engage is an all-encompassing **HR & Talent Management consultancy** with **ED&I** at its core, designed to solve 3 key challenges – how to **attract**, **hire** and **retain** talent.

No business is identical and each challenge is unique - a dedicated RS Engage expert will work closely with you, focusing on **data-driven insights** and **industry best practices** to deliver a bespoke service that gets to the root cause of the problems. They will provide solutions within a tailored timeframe and budget, **positioning your company as an employer of choice**.

Designed to eradicate the need for the repeated use of recruitment agencies, we aim to save our clients time, money and stress, ultimately elevating your brand's reputation.

### How to use this interactive document?



Review and select the services of interest below.



Save this document and email it back to us.



We'll arrange a free fact-find meeting.



You'll receive a no-obligation proposal.

### Embedded HR & Talent Management Services

#### Embedded HR Manager

Access a wide range of customised HR solutions delivered by a dedicated CIPD qualified HR Manager to align your people strategy and business goals, improve employee experience, and untangle HR complexities.

#### Embedded Talent Acquisition Manager

Integrate a dedicated recruitment specialist to manage up to 6 vacancies with a structured, results-driven process that attracts & hires top talent, reduces costs, and accounts for equity, diversity, and inclusion (ED&I).

### HR & Talent Management Services

#### Talent Management & Hiring Audit Report

Uncover strengths and weaknesses in your talent management and hiring process with a bespoke report based on data and employee feedback. Gain actionable insights to optimise your talent acquisition, development, and retention strategies.

#### Employee Value Proposition Development

Increase attraction and retention by taking part in an in-depth process involving the Senior Leadership team and employees to develop a bespoke and unique EVP to utilise for employer branding purposes and ED&I.

#### Interview Process Setup & Scorecard Creation

Create structured interviews and scorecards with predetermined questions that align with role requirements, company ethos and business objectives to confidently assess candidates, minimise bias and reduce bad hires.

#### Interview Training

Sharpen your team's interview skills with a training session focused on interview best practices, unconscious bias mitigation, and candidate assessment to ensure a fair and robust interview experience.

**HR & Talent Management Services** **Employer Brand  
Content Calendar**

Develop a bespoke content calendar that showcases your unique company culture, values and employee stories to attract and engage potential talent, building a strong employer brand.

 **Internal Job Description  
Development**

Improve or develop internal job descriptions that specify the skills needed for effective role performance. Implement a well-designed promotion framework to support internal mobility, nurture talent, and facilitate succession planning.

 **Job Application  
Process**

Enhance your application process with an in-depth review focusing on inclusive and accessible best practices, and easy-apply options to attract a wider range of qualified candidates.

 **Salary  
Benchmarking**

Gain in-depth insights into industry salary trends and competitor information with our customised benchmarking report. Ensure fair and competitive compensation to attract and retain top talent.

 **Job Advert  
Creation**

Attract a wider talent pool and drive qualified applications by ditching generic descriptions and craft compelling job adverts that resonate with your company culture, values and offering.

 **Onboarding  
Process**


Design an onboarding process that prioritises employee engagement, knowledge transfer, and cultural integration from day one, ultimately improving retention and productivity.

**ED&I Services** **Fully Bespoke  
ED&I Hiring Report**

Our comprehensive report analyses your current ED&I integration in hiring, providing data-driven insights and actionable recommendations to help you attract and retain diverse top talent, building a stronger and more successful workforce.

 **ED&I Website Review  
& Careers Page Optimisation**

Receive a comprehensive website review and report identifying areas for improvement in accessibility, inclusivity, and career information, optimising your online presence to attract top talent.

 **ED&I Content  
Calendar Creation**

Integrate bespoke ED&I refined content seamlessly into your existing social media content calendar, ensuring it compliments your marketing team's content. This synergy will help attract a wider talent pool.

 **ED&I Training  
(On-site or Remote)**

Invest in a comprehensive 5-session training program delivered by a leading ED&I expert, equipping your team with the knowledge and skills to build a workplace that encourages inclusivity, innovation, and impact.

 **ED&I Enhanced  
Policies**

Adapt or create ED&I enhanced policies that align with your company's values and culture, promoting fairness, and employee well-being. Choose from a range of options to build a supportive and inclusive environment.

Services and pricing are based on client needs and financial requirements, with fixed costs for embedded services; other costs may vary depending on the project.

See what previous clients had to say about us at [rs-engage.com](https://rs-engage.com)