

How to get started with Direct Sourcing

1 Define the scope of your program

- Assess the current state of your contingent workforce program
- Clarify the objectives you are hoping to achieve by introducing direct sourcing
- Identify which roles or job families are best suited for direct sourcing



2 Create a plan

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- Nominate an executive sponsor for the program
- Map key stakeholders that will drive change
- Define project inputs, milestones and KPIs



3 Align your partners

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- Direct sourcing technology, curation, and payroll partners
- Contingent program owner
 - internal or managed service provider (MSP)
- Vendor management system (VMS)



4 Lead with your Employer Brand

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- Ensure the program can leverage the brand for better talent connectivity
- Use modern direct sourcing technology to build a branded talent community and maximize sourcing channels



5 Curate Talent Pools

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- Attract and engage contingent workers and invite identified known talent to join your community
- Build pipelines of talent aligned to key skills and job families
- Deliver a world-class candidate experience to ensure high engagement

