

# MANAGED DIRECT SOURCING™

Workspend's Managed Direct Sourcing approach tackles the underlying challenges that prevent Direct Sourcing from being an effective way to source contingent workforce talent in the most cost-effective way.



## What is it?

DIRECT SOURCING happens when an organization promotes jobs and openings online via a portal and publishes to social media sites, thereby leveraging its branding and 'going direct to potential candidates.' It's an approach to finding the contingent and freelance talent you need made possible by modern cloud software technologies without having to pay staffing agency fees.

The basic instruments of Direct Sourcing are a Job Board, Social Media sites (such as Instagram, LinkedIn and Facebook company pages), application vetting and processing software, candidate testing tools, and an addressable talent pool made up of past workers, applicants to previously posted roles, and anyone who's shown an interest in working for your organization.

Thousands of companies have the opportunity to leverage Direct Sourcing because their brand is sufficiently attractive to potential candidates. That said, it's not easy to get right. Even if you know how to fashion the building blocks of technology into a coherent and automated system, technology itself doesn't result in great applicants.

## How does it work?

Managed Direct Sourcing is a program to make DIRECT SOURCING work that's built up of a series of technology and service components.

There will always be a human factor to finding and selecting candidates. At Workspend, we've been helping organizations to find the hardest-to-reach talent they need for a decade.

## WHY DOES MANAGED DIRECT SOURCING WORK BETTER THAN TECHNOLOGY ALONE?

Managed Direct Sourcing (MDS) blends a technology ecosystem and ethos with advisory and Employer of Record (EoR) services. It means organizations can install an effective way of harvesting talent from their online presence without implementation or operational overheads.

**Get in touch to learn more.**

