



Outsourcing in Romania

Ir. Freddy Jacobs
Executive Partner
The recruitment factory



Definition

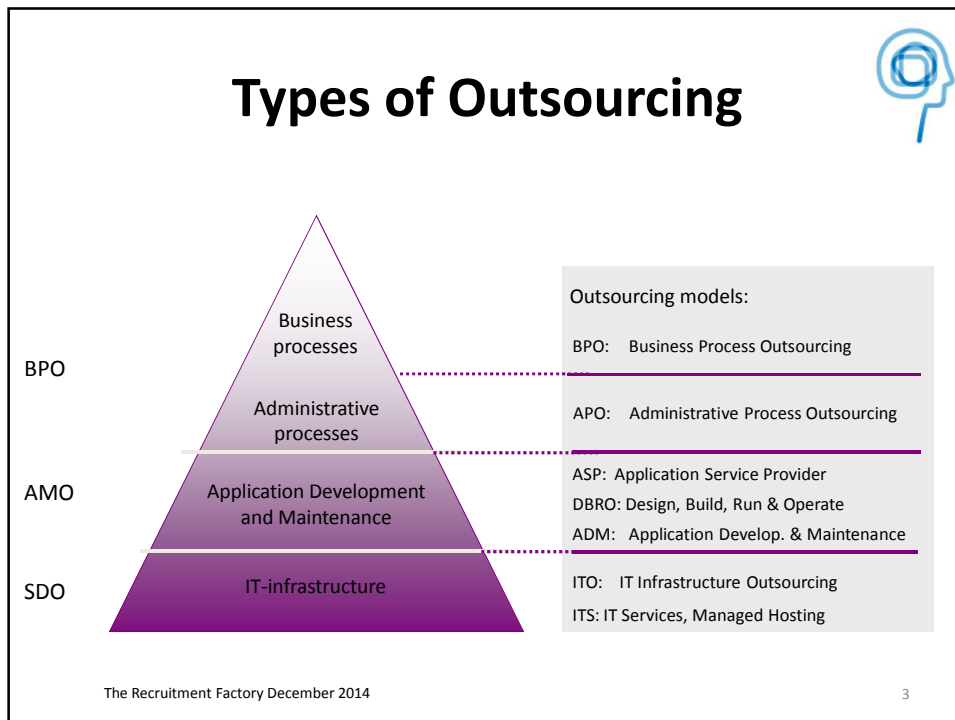
What is Outsourcing?



Outsourcing is **subcontracting a process**, to a 3rd Party company being specialized in it.

The Recruitment Factory December 2014





Sourcing of outsourcing

• Off-Site	Local service providers
• Near Shore	Proximity cross-border service providers
• Off-Shore	Remote Cross-border service providers

The Recruitment Factory December 2014 4

Application Domains

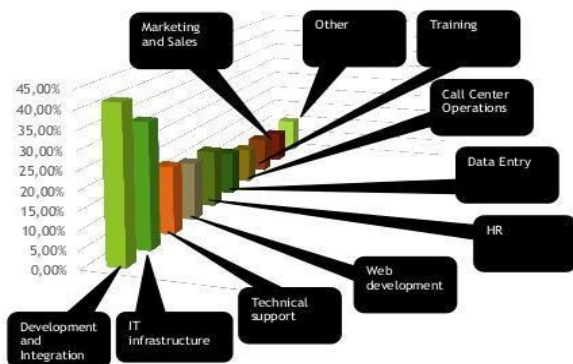
Growing Non – IT Business

- *Legal*
- *Design*
- *Market Research & Advertising*
- *Health care*
- *Pharma Research*
- *Manufacturing*
- *Transportation and Logistics*
- *Utilities*
- *Retail Services*
- *Financial services*
- *eGovernance*
- *Knowledge Process Outsourcing*



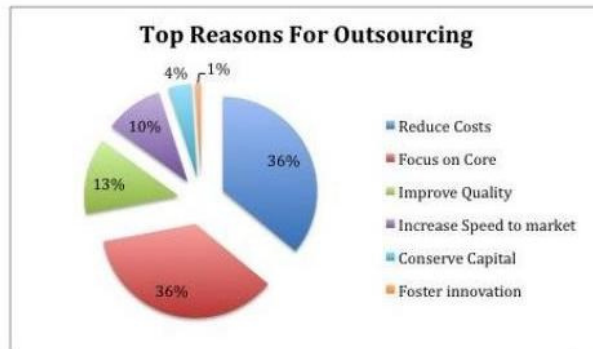
The Recruitment Factory December 2014

Frequently outsourced tasks



The Recruitment Factory December 2014

Reasons for outsourcing



The Recruitment Factory December 2014



7-Advantages



1. Flexible staffing and capacity management
2. Reducing overheads
3. Access to expertise and know-how
4. Focus on the core business
5. Operational control and time saving
6. Continuity and risk management
7. Cost and efficiency savings

The Recruitment Factory December 2014



Flexible staffing and capacity management

- **Yes indeed it is flexible**
- **Yes indeed it is scalable against time**
- **Yes you can access extra capacity when needed**
- **Yes you can reduce the capacity fast**
- **Yes you can access the know how needed at the right time**



The Recruitment Factory December 2014



9

Reducing overheads



- **Overhead costs of a particular back-office functions are extremely high**
- **Consider to outsource those functions that can be moved easily**

The Recruitment Factory December 2014



10

Access to expertise and know-how

- Use near shoring expertise
- Easy to access
- Cost efficient
- Know how by near shoring
- Buy what you do not have



The Recruitment Factory December 2014

11

Focus on the core business



- Businesses have limited resources
- Every manager has limited time and attention
- Outsourcing can help your business stay focused on your core business



The Recruitment Factory December 2014

12

Operational control and time saving



- Periods of high employee turnover will add uncertainty and inconsistency to the operations
- Outsourcing will provide with continuity while reducing the risk

The Recruitment Factory December 2014



13

Continuity and risk management

- **Business Continuity Management** is a holistic business approach that includes policies, standards, frameworks and procedures for ensuring that specific operations can be maintained or recovered in a timely fashion in the event of disruption
- Near shoring can provide with valuable solutions or options



The Recruitment Factory December 2014



14

Cost savings



- Use the advantage of low wages in Romania
- The wages will stay low until the government will drastically increase the salaries of their employees
- Look back 10 years and you will understand the slow process....

The Recruitment Factory December 2014



15

And what if you near shore to your own company in Romania ?

FULL CONTROL

- By creating your own company
- We provide you with business management of this company so that you focus on your core business
- We search the experts and recruit them for you
- You can work in our business centers



The Recruitment Factory December 2014



16

And what if we employ your experts ?

AN ALTERNATIVE

- You do not have the burden of a local company
- You do not pay rent
- You do not pay accountancy
- You do not pay utilities
- But you will have experts that belong to your organization
- With full control



The Recruitment Factory December 2014



17

Contact data

THANKS FOR YOUR ATTENTION

More info:

Mail: frjacobs@telenet.be

www.investromania.be

www.recruitment-company-romania.ro

The Recruitment Factory December 2014



18