

Due to our relationship with on-site presence, the time to hire has reduced significantly from 116 days to 56 days which has improved the candidate journey and increased satisfaction

## Company overview

INDUSTRY: **TECHNOLOGY**

LOCATION: **UK + GLOBAL**

NO. OF EMPLOYEES: **8,500**

## TOTAL TALENT MANAGEMENT – REDUCING TIME TO OFFER

A British semiconductor and software design company based in Cambridge, England. We had almost no supply into our client in the UK prior to being awarded the RPO, however were able to demonstrate through our Global Operating Model how we will deliver on the key problem statements identified by our client, coupled with our Global reach and understanding of the local and technical markets. The RPO service has now expanded into Early Career as a key strategic focus for gaining tech skills, and into MSP for their contingent recruitment to provide a Total Talent Management service for UK.



### The challenge

Time to offer was 116 days which led to lower fill rates and candidate's satisfaction levels.

Our client had no issue attracting candidates but a strong need to enhance the application / recruitment process.

They were losing candidates to the likes of Apple who are known to have an excellent candidate journey and satisfaction levels. This had a huge impact on the Hiring Manager and candidate satisfaction levels.



### The outcome

Candidates and HM satisfaction levels significantly improved. Global TA Director commented that "it was the most seamless RPO implementation that he had ever seen". Senior Global TA Director "Your service delivery is exception! You have got us to a place in terms of direct fill, time to offer and satisfaction that we have never been in."

Reduced time to fill for some roles from 30 business days to 12 business days and response to requisitions has increased by 20 percent.



### The solution

We used a direct recruitment approach to focus on pipeline and talent pools by introducing internal incentives and competitions. We ensured a high level of engagement with candidates who were previously unsuccessful for one role by placing them into another role quickly.

Our Recruitment Partners focused on the relationships with Hiring Managers to improve processes and efficiencies. We also utilised the marketing and analytic partners to provide a consultative approach.

The Sourcing Partners focused on engaging with candidates to create talent pools and using the relationships the recruitment partners have established with the Hiring Managers, to decrease the time to hire which increased the satisfaction level

## FAST FACTS

MSP, RPO and Early Careers solution

13 countries, 3 key countries UK, USA, and India

Circa 2,000 hires a year in IT and Corporate Functions and 600 in experienced and Early Careers

ATS – was PeopleFluent now Icims. VMS – 3SS

Service satisfaction levels improved dramatically to 95% CSAT scores

"Your service delivery is exception! You have got us to a place in terms of direct fill, time to offer and satisfaction that we have never been in."