

At a Glance

Problem:

- Need standardized recruitment process
- Cost-per-hire & time-to-fill too high
- New technology needed
- Hiring managers dissatisfied

Solution:

- An end-to-end RPO solution with a combination of on-site & off-site resources
- Targeted recruiting programs

Results:

- Decreased time-to-fill by 36% — from 55 days to 35 days
- Increased hiring manager satisfaction by 22%
- Streamlined the compliance process to eliminate risk
- Reduced dependence on third-party search firms by 99%
- Improved candidate experience

Delivering Efficiency & Expertise

RPO solutions reduce recruiting costs & create efficiencies

Client Profile

A \$14 billion provider of leading products and services to the photographic, graphic communications and healthcare markets.

Business Problem

On an annual basis, the client filled 2,000+ positions in the U.S. and Canada across all skill categories, including engineering, IT, accounting, finance, legal, sales and marketing. Specifically, the client was looking for a partner who could:

- Standardize recruitment processes
- Reduce time-to-fill & cost-per-hire
- Implement new technology
- Improve hiring manager satisfaction

The SourceRight Solutions Approach

Understanding the client's needs and objectives enabled SourceRight SolutionsSM to develop an end-to-end recruitment process outsourcing (RPO) solution encompassing the entire hiring process, from receipt of request through on-boarding. The solution brought expertise and discipline to the recruiting process, using a combination of on-site and remote resources.

To establish accountability, a tracking mechanism was created to provide detailed candidate data to hiring managers and verify SourceRight's performance. Specific programs were also developed to manage employee referral and university recruiting initiatives.

One of the key areas of improvement identified was the need for timely feedback from hiring managers regarding candidates. By customizing this communication process, SourceRight built trust and drove process changes by educating hiring managers.

To address the challenge of hard-to-fill finance and accounting positions, very senior recruiters with extensive experience in the finance and accounting industry were hired. SourceRight Solutions formalized a passive candidate program targeting highly qualified candidates.

Value Delivered

SourceRight Solutions created significant cost savings for the client. By forming strong relationships with key hiring managers, SourceRight developed a streamlined hiring process that improved both the internal and external hiring experience. Some key performance indicators include:

- Decreased time-to-fill by 36%—from 55 days to 35 days
- Increased hiring manager satisfaction by 22%
- Streamlined the compliance process to eliminate risk

For more information, visit www.sourcerightsolutions.com.