

I CONSOLIDATED
SUPPLIERS ✓

II ACCELERATED
PROCESSES ✓

III REDUCED
COSTS ✓

Managed Service Provision – Case Study



The company Sika:

Sika AG, located in Baar, Switzerland, is a globally integrated company supplying speciality chemical markets. It is a leader in processing materials used in sealing, bonding, damping, reinforcing and protecting load-bearing structures in construction and industry. Subsidiaries in more than 70 countries worldwide and 11,000 employees link customers directly to Sika and guarantee the success of all of its business relationships. With this structure, Sika generates annual sales of CHF 4 billion.

Initial situation:

For an international SAP-rollout, Sika Informationssysteme AG (SIS) planned to increase the number of internal SAP specialists by approximately 50 employees within one year. In order to meet the time frame without loading too much work on the HR staff, and to enforce the HR team temporarily, Sika considered putting a specialised supplier in place, that manages the recruitment processes solely responsible and presents suitable candidates through own recruitment activities.

Objective:

The planned open positions should be staffed within one year with the best candidates in order to ensure the project success. At the same time internal administrative efforts and costs should be reduced to a minimum.

Solution:

Hays AG, the market-leading recruitment specialist, was established as a Managed Service Provider (MSP) and had managed the entire recruitment process through a dedicated competence team that took over, among others, the following tasks:

- Take-over of vacancies and comprehensive requirements analysis with the operating departments
- Design of recruitment strategy for the open positions with HR
- Support in supplier selection, -briefing as well as -management
- Design and publication of job ads, conceptualization and accomplishment of recruitment campaigns
- Establishment and maintenance of a qualified candidate pool
- Coordination and processing of sourcing requests via third parties
- Applicant and candidate management, short listing and interview organisation
- Regular management reporting
- Conduction of internal HR-interviews
- Negotiations of offers

Result:

Hays Managed Service Provision succeeded in staffing all open positions for the planned project. Sika's internal employees' workload has been reduced considerably.

Reference:

Marilena Puntillo - Head of HR Sika Informationssysteme AG (SIS): "From an HR point of view, the processes with Hays are working out excellently. The HR department's workload is significantly reduced after one month of familiarization and process design. Coordination with Hays is very professional, client requirements are considered accordingly. We highly recommend this solution for the recruitment process."