

SUCCESSFUL VOLUME SOURCING PROJECT IN A HIGHLY CHALLENGING IT ENVIRONMENT

Company overview

INDUSTRY: IT CONSULTING

LOCATIONS: 60 WORLDWIDE

NO. OF EMPLOYEES: 350.000 WORLDWIDE

Our client is one of the world's leading IT consulting companies and a provider of technology services with a focus on innovation that enables business transformation. In doing so, our client relies on deep industry knowledge and is well versed in the rapidly evolving areas of cloud, data, artificial intelligence, digital technology and platforms.

Our client decided to outsource the active candidate search for selected positions to an experienced and competent service provider. Our expertise was requested to fill extremely challenging IT positions with a focus on attracting highly qualified talent for various operational and management levels.

The following **project goals** were defined together with the client:

- Development of a specific sourcing strategy for the target groups
- Management of the recruitment process for the positions handed over (from requirements analysis and pre-selection to sourcing and support in the selection process)
- Active Sourcing and a high level of social media activity
- Immediate filling of open vacancies and building of a talent pipeline
- Increasing the quality of applicants (including detailed application documents)

The challenge

- Exceptionally challenging and tight candidate market in the area of cloud, cloud architecture and software development
- High time pressure in filling vacancies due to client project wins
- Partly very different and uncoordinated internal recruiting processes

The outcome

- ✓ Provision of a dedicated Hays client team including a Delivery Manager and Volume Sourcing Specialists.
- ✓ Takeover of the entire Active Sourcing process for the selected target group as well as supporting the HR team by taking over work intensive tasks within the recruiting process
- ✓ Development and execution of a tailor-made sourcing strategy based on Talent Market Insights analyses
- ✓ Conducting of process analyses - this resulted in the establishment of a consistent recruiting process that was coordinated with all relevant HR departments

The solution

- Close cooperation with the client
- Increasing understanding of the requirements of the specialist departments on the part of Hays
- Realistic reflection of the candidate market
- Matching of requirements to the candidate profile available on the market by the client
- Use of the Hays internal candidate pool to ensure a fast ramp-up phase

FAST FACTS

40 successfully filled vacancies within the first 6 months

The number of candidates presented for a successful hire was reduced by up to 75% during the project period

Very high client satisfaction due to filling of very complex skills

Significant increase of Hiring Manager satisfaction

Due to the standardisation and unification of the recruiting process, the speed within the recruiting process was significantly increased



Extension of the cooperation for an unlimited period of time.

Hays was selected as the main supplier in the IT environment.