

# VOLUME SOURCING PROJECT IN A CHALLENGING AND EXTREMELY DEMANDING CANDIDATE MARKET

## Company overview

INDUSTRY: **AUDITING AND TAX  
CONSULTANCY**

LOCATIONS: **700 WORLDWIDE**

NO. OF EMPLOYEES: **300.000 WORLDWIDE**

Our client is a global auditor and advisor in the areas of audit, tax, transaction advisory, risk advisory, financial advisory as well as corporate or management consulting and traditional legal advice.

Growth was the declared goal of our client. However, since recruiting had previously been handled partly by generalist personnel officers, our client recognised that he urgently had to further develop and optimise the existing structures within the HR department.

Together with the client, the following project goals were defined:

- Filling 30 open vacancies (spread over 5 departments) within a very short period of time
- Focus on very specific skills in the IT area (quality over quantity)
- Development of a sourcing strategy tailored to the target group in order to improve the candidate approach and applicant rate
- Constant presentation of candidates as well as detailed and regular reporting
- Regular coordination with all relevant hiring managers
- Scheduling and managing of interview processes in order to optimise and accelerate the existing recruiting process
- Administrative relief for the client's internal HR department through a central contact person

## The challenge

- Very challenging and tight candidate market in the areas of transaction due diligence, strategy, transaction and economics
- Overloaded internal HR department
- No internal dedicated Active Sourcing activities
- Temporary poor perception of employer brand (accumulation of consecutive bad Kununu ratings)

## 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 including pre-selection, sourcing, coordination and conducting interviews together with hiring managers
- ✓ Development and execution of a sourcing strategy specific to the target group 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 departments
- ✓ Regular and detailed reporting for project control and transparency for the client

## The solution

- Conducting of joint workshops: as a result, we achieved a precise understanding of the client's requirements and built a very good relationship with the hiring managers
- Very close cooperation with the client
- Realistic reflection of the candidate market
- Involvement of our sourcing specialists from our Hays-internal Sourcing Centre in Essen
- Support in the area of employer branding


## FAST FACTS

**Over 20 vacancies successfully filled** during the first 6 months

The number of candidates presented for a successful hire was **reduced by over 50%** during the project period

**Very high client satisfaction** due to the filling of very demanding skills

Significant improvement of the time to hire by optimising the recruiting process

 *"With Hays by our side we have a reliable partner who continuously provides us with candidates and supports us as a trusted advisor. That's why we're glad to extend the project for a third time."*

- Talent Deputy Leader Strategy