

Case Study

Case Study on Corporate Recruitment

Brief:

iRPO handled the end to end recruitment within Eastern and Western European regions for a large Corporate, leaders in Product Identification Equipment with HQ in USA and part of a multi billion dollar Corporation. They approached iRPO to improve direct-hire ratio.

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The Client

A leading US based Capital Equipment Company operating across Europe, Asia and the USA for 30 years was considering outsourcing their Mid and Senior level positions like Sales, Service, Operation and General Management.

The Challenge

iRPO was initially approached by the company to take care of their Mid and Senior level positions like Sales, Service, Operation and General Management.

- Since the client was a first-time outsourcer, the first main concern centered around the turnaround time. They started pilot with iRPO to compare services with 6 agencies. Initially the client had given junior level requirements for Russia.
- The main constraints for these positions were the language barrier. Even a Russian Speaker was hired to assist the process.
- iRPO also had to make sure that the candidates shortlisted and presented for interviews had all the requisite skills. iRPO was working in this location for the first time.
- Another challenge was to present shortlisted candidates, before the other local agencies.

The Solution

We started with one full time employee to take care of the requirements. Also a language specialist and headhunter supported the project.

Most of the candidates came from the passive searching and headhunting.

To ensure that quality was not compromised, the Candidates presented for interviews were thoroughly prescreened and were close matches of the requirements. We could successfully close the requirement within 2 months and also create a strong pipeline for other roles.

Reporting

We regularly sent weekly status reports highlighting the number of candidates contacted and prescreened. We also sent consolidated monthly reports. We followed a consultative approach many a times advising them on the candidate market / compensation in the regions. The following are a few of the reports:

- Weekly reports for the Roles worked
- Monthly Status reports for assessing the progress on the Roles
- Daily feedback implementation reports

The Results

- The client was so satisfied with the results that he decided to outsource the Senior level positions like Distribution Eastern Europe, VP Eastern Europe, Lean Lead Germany and many other positions to us.
- They work with iRPO for overall Eastern Europe requirements. Aims to get 25% direct hires in coming quarter.
- They have also decided to add another full time employee to handle the requirements for Germany specifically
- We have contributed in 50% savings on his recruitment expense.



Client Recommendations

"It was pleasure to work with you, very supportive and met our expectations. I can recommend your excellent work !" Anna Makarkina Talent Acquisition Manager -Russia.

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