

Multibillion-Dollar Global Biotechnology Manufacturer

COMPANY

A leading developer and producer of innovative, high tech precision optic systems for the analysis of micro-structures. A market leader in the field of microscopy, confocal laser scanning microscopy, imaging systems, specimen preparation and medical equipment. The company is represented in over 100 countries.

BACKGROUND

Client's initial interest in a recruitment outsourcing initiative began with new leadership in human resources inheriting a project that was 30% behind the hiring goal in a highly visible growth initiative. They sought a scalable recruitment process to reach growth targets by end of year (8 months). They recognized that a national, niche RPO provider was needed to accommodate the highly specific recruiting needs coupled with the urgency and tight hiring timelines necessary to reach their goals.

FULFILLMENT RESPONSIBILITIES INCLUDED

Accounting
Finance
Field Sales

Procurement
Engineering
Human Resources

Field Service
Customer Service
Global Marketing

Software
Development IT
Infrastructure

PERSONIFY SOLUTION

- Complete talent management system overhaul
- Assist in selection, implementation and integration of global applicant tracking system
- Implement accurate and verifiable recruitment analytics to pinpoint inefficiency
- Scalable solution to support cross-functional, highly specific hiring needs

RESULT

- Reduced time to fill from 77 days to 56 days
- Reduced resume to offer ratio from 7:1 to 3:1
- 100% of growth goal achieved on Aug. 31—4 months ahead of target and under budget
- Reduced overall cost per hire by greater than 30%
- 440 successful, cross-functional requisitions filled across four continents and 14 different countries