CASE STUDY

Creating a Recruiting Function From Scratch

Our client
Financial process automation, procurement, and asset management services company.

How it all started
The business was growing through acquisitions and increased market demand, which meant hiring needs were inconsistent. They did not have an internal Talent Acquisition department and relied heavily on agencies which were straining their recruiting budgets. The question they were faced with was whether to build an in-house function or to outsource recruiting. Looking at the inconsistent nature of their hiring, it made sense to outsource, but an option outside of agencies was needed to provide continuity, results, and cost savings. To achieve all of these things, they chose to partner with Advanced RPO.

How we helped them
Advanced RPO built a comprehensive end-to-end recruiting process for the client, including bringing in an ATS as they did not previously have one. The recruiting process had to cover all hiring for corporate and operational roles, including both non-exempt and exempt hiring. Initial hiring volumes were around 30 hires per year and consistently grew to nearly three times that. The only downturn was during Covid, at which time the client was able to avoid carrying excess recruiting costs due to their pay-for-performance partnership with Advanced RPO.

Along with process and technology, a full team was trained and aligned to support the company. Additional resources beyond the core team were trained to assist in handling any unforeseen upticks in hiring. Being the roles in scope were varied and spread across several disciplines, Advanced RPO was able to lean into the broader skill set of their team to fill niche roles that traditionally would go to agency.

The company's roles were also very geographically diverse with their operations being spread across the US. This required Advanced RPO to work across all time zones, and during hours that were most convenient for both candidates and hiring managers.

As the partnership matured, Advanced RPO continued to grow with them providing the flexibility and expertise needed to remain competitive in the ever-changing recruiting market.

The difference we are making

- Built a complete recruiting function from scratch including people, process, and technology.

- Greatly reduced agency usage and fees.

- Improved submittal to hire ratio by focusing on Hiring Manager relationships.

- Provided support for hiring needs from entry level non-exempt up to the CHRO.

- Consistently met or exceeded time-to-fill goals.

> "High quality dedicated recruiting support. Great data reporting, and very supportive account management."

> "Very responsive. Great customer service. A good extension of our team!"

RESULTS
Across all clients

94.1%
Industry-leading
Net Promoter Score

95+%
Hiring manager
satisfaction

98.5%
Candidate satisfaction

Advanced RPO