

Recruitment Process Outsourcing

Success Case Study



Client:

An industry-leading, \$2 billion international chemical manufacturing organization with 4,000 U.S. employees and multiple plant locations.

Situation:

Our client, in the midst of a \$2.5 billion Greenfield & Brownfield expansion, was seeking a scalable recruitment solution that would result in the hiring of 150 “tough-to-fill” highly technical engineering professionals in a 12-month time frame.

Solution:

Developed a scalable, outsourced, full cycle recruiting model to source and recruit over 100 specialized engineers during a 15-month engagement.

Engagement Highlights:

- **RIO dedicated 12 recruitment specialists to the program who quickly became a seamless extension of our client**
- **Responsible for scoping position requirements, candidate identification, candidate development, candidate management, candidate assessment and salary negotiation.**
- **Provided strategic advice to our client’s senior leadership team with regards to employment branding and recruiting best practices.**

Results:

Through these efforts, our client hired over 100 degree-holding, exempt, engineering professionals in a 12-month time frame. We increased our client’s passive candidate source of hire by 20%, decreased the average Time-to-Fill by 25% and increased offer acceptance to 89%. All of this while significantly increasing candidates’ perception of our client and enhancing the candidate experience.

Since 1997, The RIO Group Partners (who originally founded The Recruiter Academy), have helped thousands of corporate recruitment professionals from over 2500 companies develop innovative, cost-effective recruitment solutions for today’s talent-driven marketplace.

For more information, please email info@riogrp.com or call (734) 414-9822.

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