



RECRUITMENT PROCESS OUTSOURCING

Case Study: Full-Service Global Investment Firm



Experiencing high growth across the globe, a full-service global investment firm sought to expand their successful US RPO partnership with ADP RPOSM to oversee their administrative and sourcing needs within EMEA. Lack of scalability in the existing processes prior to the RPO relationship had caused challenges across business units, driven up costs, and increased the time it took to complete administrative processing. The RPO partnership expansion was designed to alleviate those burdens and improve the overall process.

Solution Highlights

Seeking both on and off-site support, the client needed a dedicated team to provide RPO services from their flagship London office as well as a fully scalable off-site team to provide additional recruiting assistance. The following highlights key solutions:

To gain increased flexibility and better align with the ebb and flow of hiring needs across the client company, ADP RPOSM implemented a scalable resource model to support administrative processes. The use of scalable resources allows ADP RPO to easily increase or reduce support based on current hiring needs at no extra cost which has helped to reduce hiring cost.

By providing a team of dedicated campus recruiting coordinators on-site with the client in London, ADP RPO is able to support the hiring of approximately 500 permanent hires each year. ADP RPO team members take ownership of the back-end administrative processes including compliance, campus coordination, and HRIS auditing. This has improved the efficiency of the campus recruiting and hiring process and increased hiring manager satisfaction.

ADP RPO also provides strong sourcing and recruiting support for the client within EMEA. These recruiters focus on high-level roles within the company, minimising the client's reliance on expensive agency recruiting which in turn has helped to improve hiring manager satisfaction and diversity.

To help improve the internal recruiter skill set for critical front office roles, ADP RPO worked with the client to design a customised training program that focuses on boosting proficiency around passive recruiting. As a result, a robust 3 week training programme was implemented to help provide information on client expectations, enabling the recruiters to hit the ground running and improve the candidate experience across the board. ■

About ADP RPOSM

ADP RPO is a premier recruitment process outsourcing (RPO) provider. Partnering with many of the world's leading companies to provide expert talent acquisition expertise, ADP RPO drives business impact with innovative, scalable solutions that help clients find, recruit, hire and retain top talent. With the ability to help boost quality, reduce costs and streamline the recruitment process, ADP RPO provides solutions to small, medium and large businesses across the full talent lifecycle. For more information, visit www.adp.co.uk

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