



RECRUITMENT PROCESS OUTSOURCING

## Case Study: High-growth Financial Content and Analytics Organisation

A high-growth financial content and analytics organisation that hosts some of the most iconic brands in finance and business was looking to reduce recruitment costs and increase scalability. They sought an RPO partner to help streamline their global hiring process and assist in creating a more efficient end-to-end talent acquisition solution.

### Solution Highlights

Working together to identify the areas where the client would be best served by a RPO solution, ADP RPO<sup>SM</sup> worked with the client to create a more efficient talent acquisition process, placing particular emphasis on high-touch procedures, as well as the onboarding process. The following highlights key solutions:

For increased consistency between locations and positions, ADP RPO redesigned the recruitment and hiring process to bring more centralisation between geographies. This included a centralised administrative group as well as a global recruitment team who took on designing a consistent interview process.

ADP RPO took responsibility for the recruiting and hiring of business-critical niche roles, including hard-to-fill compliance positions, analysts, coordinators, and HR advisors. This helped reduce time-to-fill, increased buy-in from client stakeholders, provided the client with strong hires, and improved the candidate experience.

Providing support during peak campus recruiting periods, ADP RPO partnered with the client to source and recruit interns and graduates across EMEA.

Going above and beyond the standard job descriptions, ADP RPO worked with the client to enhance job descriptions and requirements to provide a more robust picture and understanding of the position. Key wording was also introduced to help enhance search visibility. Implementation of this feature helped improve quantity and quality of candidate flow.

To further boost candidate experience, ADP RPO worked with the client to simplify onboarding and create a more consistent experience. The high-touch, personalised experience ensures satisfaction for new associates and hiring managers.

Prior to using an RPO solution, high agency use led to heightened costs within the talent acquisition process. By using local sourcing and recruiting experts within ADP RPO, region-specific hiring plans helped to target candidates for niche roles and agency use was reduced.

### Key Results



Time-to-fill for exempt roles beats SLA by 7 days



EMEA agency hires were reduced by over 90%



Hiring manager interview-to-hire ratio is 2.1:1, beating SLA goal of 3:1



Candidate satisfaction is 90%, beating SLA goal by 15%



Reduced overall agency hiring from 30% to less than 2%

## About ADP RPO<sup>SM</sup>

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](http://www.adp.co.uk)

## About ADP<sup>®</sup>

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