

# REDUCING COST PER HIRE & TIME TO HIRE USING RPO

How Guidant Global helped a client recruit hundreds of new staff across 10 locations within just 5 weeks.

## BACKGROUND

A specialist provider of business process outsourcing services for the UK Life & Pensions industry urgently required hundreds of additional staff across 10 locations as a result of a new major contract win. This organisation needed a recruitment partner to help source these candidates at short notice, as well as assist with a number of recruitment challenges it was facing including poor candidate and manager experience, the absence of a strong employer brand and a high cost to

## OUR SOLUTION

This organisation chose to work with Guidant Global on its hiring activity. Guidant's initial objectives were to gain the support of the existing hiring managers and to rapidly implement a new service without disruption to the business, implementing an end-to-end recruitment process from resource planning, sourcing, screening and vetting through to offer management. A centralised Direct Sourcing Team was used to reduce reliance on third party agencies and associated costs, using a comprehensive mix of candidate attraction channels.

# 30%

Cost per hire has been reduced by more than 30%.



*"Guidant picked up our recruitment with only two months' notice and rapidly built a customer focused onsite team to manage the recruitment activities. Overall, exceptional delivery in a very challenging and stretching environment."* – HR Business Partner

# 100%

Nearly 100% of required roles are now filled.