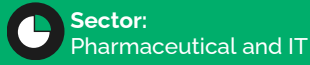


Case Study: Optimizing Direct Sourcing Solution Model



Challenges:

- Difficulty securing placements in the Direct Sourcing Model for a Pharmaceutical and Biotechnology client, with only 4 starts in 2023.

Our solutions:

- Improved Job Coverage: Increased coverage from 78% in Q4 2023 to 87% in Q1 2024.
- Fast Candidate Submissions: Implemented a process to submit the first end-client submission in under 8 business hours.
- Prompt Interview Scheduling: Scheduled interviews within a 4-hour timeframe of receiving requests.
- Quality Candidate Analysis: Continuously monitored rejection reasons and conducted weekly gap analysis for improvement.
- Talent Community Leverage: Built a strong candidate pipeline for faster submissions for repetitive roles.
- Enhanced Candidate Experience: Ensured 100% application outreach and timely documentation completion.
- Streamlined Onboarding: Established a process for regular updates on pending onboarding documents.

Results:

- In 5 Months since the inception of the Direct Sourcing Solution model, we have secured 10 offers and 4 Starts, with 2 candidates in onboarding.

Key metrics

✓ 87% Job Coverage (Q1 2024)

✓ 10 Offers in 5 Months

✓ 4 Starts in 5 Months

✓ 90% Candidate Shortlisting in VMS

✓ 2 Pending Onboarding

✓ 3 Recruiters Involved

Replicate this success in your business as well. Write to us at info@imspeople.com