



## Problem Statement:

Opportunity to set up sourcing hub. Roles within IT, Automotive, Insurance, Legal, Construction and Pharmaceutical sectors.

### Geography:

UK, Europe (Germany, France, Italy, Netherlands, Switzerland) & US.



### Sector:

IT, Automotive, Insurance, Legal, Construction and Pharmaceutical sectors



### Client:

A Recruitment Processing Company based in UK



### Our Solution:

- The client initially started with a team of 2 resources. Today the team has grown to 16 recruiters.
- Initially, the focus was non-voice sourcing/ market mapping. Currently, the team has 4 voice recruiters (started this year) and 12 non-voice recruiters.
- The activities performed by us are sourcing, market mapping, pre-screening, adding candidates to the client's system after checking for the duplicates, and appropriately coding them.
- We conduct the daily briefing calls to establish priorities. Fixed-time batch submissions of profiles. Rigorous feedback mechanism to steer sourcing activities on a daily basis.
- The tools used: Reed, Jobsite, Source Breaker & LinkedIn.

### Job Roles:

- IT, Finance, Automotive, and Pharmaceutical sectors.
- Different levels of employees, anywhere from junior (such as First Line Support, Junior sales, Admin support, Vehicle Technicians) to Senior levels such as (Finance Directors, Head of Infrastructure, Head of Dealership, Director of Sales, etc).





## Results:

Period	Recruiters	Candidates Sourced	Offers	Starts
Q1-2021	16	7,446	17	13
Q2-2021	20	11,243	25	17
Q3-2021	27	13,389	35	31
Q4-2021	32	16,931	35	24
<b>Total</b>	<b>95</b>	<b>49,009</b>	<b>112</b>	<b>85</b>
Q1-2022	28	17,253	57	34
<b>Total</b>	<b>123</b>	<b>66,262</b>	<b>169</b>	<b>119</b>

Period	Sourcing Mth/PP	Start: Offer	SPM
2021	515.9	1.3	0.9
YTD 2022	616.2	1.7	1.2

## KPI

- 399k GBP margin generated over this period.
- Client's spent on IMS 108k GBP.
- Generated 3.7x ROI.
- NPS: 10

### Disclaimer:

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