

RPO CASE STUDY: Global Industrial Automation Supplier



The Challenges

- ❶ A need to fill positions more quickly
- ❶ Prior agency lacked professionalism
- ❶ Lack of understanding regarding company culture and brand
- ❶ A need for more quality candidates who understood the application process

The Action Plan: Implement a RPO solution

- 🏭 Implemented a dedicated team to manage application processing and sourcing for technical sales requisitions in 38 locations as well as corporate positions
- 🏭 Recruiting team took time to understand the unique company culture, branding, and application process resulting in more quality candidates
- 🏭 Implemented daily and weekly client calls to review processes and successful best practices. Adapted quickly to changes
- 🏭 Recruiting team was deeply embedded in the application process, participating in strategy meetings and working closely with the talent acquisition team including on-site visits

The Results

- ✓ Client was able to double their hiring goal with Advantage xPO's support in processing applications through to the interview stage
- ✓ Improved applicant-to-hire ratio for sourced candidates
- ✓ Coordinated an average of 30 interview events per year, including candidate preparation and booking travel



Average number of new applications processed/year



Average number of video interviews reviewed/year



Average number of final interviews scheduled/year