



\$25 MILLION IN **FEES SAVED**

HIGHLIGHTS

- \$25M in hiring fees saved
- Agency usage reduced to under 6%

CLIENT

One of the world's largest banking and financial services organizations, serving 46 million customers.

SITUATION

A leader in the global banking industry awarded AGS a contract to deliver talent acquisition solutions services for its 6,000 hires in APAC, encompassing all roles below the director level.

CHALLENGE

The client's recruitment capabilities were highly decentralized, and 4,000 out of the 6,000 new hires were unique positions. This meant that the organization was spending an exorbitant amount of money on staffing agencies.

OUTCOME

AGS saved the client \$25M in hiring fees over just 18 months. Agency spending dropped by 50% in the first year.

INNOVATION

Innovative thinking to configure the restructuring program added tremendous value to our services for this client.

AGS effected an immediate positive change by dropping agency spending 50 percent and only using agency hires on 20 percent of overall requisitions in the first year. While providing this exceptional service, the team recognized that the high number of unique roles made talent pooling less effective than normal. By applying continuous improvement methodologies and aggregating their collective expertise, the team came to the conclusion that a new structure could reduce agency spending even further.

The team then restructured the program model that focused on the client's 4,000 unique roles by establishing a group of team members out of our Recruitment Delivery Center (RDC) in India tasked solely with sourcing names and contact information from

the top five competitive banks in Asia. These efforts had an immediate effect, generating 3,000 names per month—complete with contact information. A group of talent assessors who then cold-called the generated names determined whether the candidate was interested in a new role. They contacted 2,200 new candidates and generated 550 interested candidates per month who progressed to recruiter interaction, thus streamlining the entire process.



ABOUT ALLEGIS GLOBAL SOLUTIONS

Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focused solutions that make a difference for businesses worldwide.