



300 HIRES IN **300 DAYS**

HIGHLIGHTS

- 300 roles in 300 days
- \$3.7M saved in one year

CLIENT

A leading global retailer of consumer electronics and a developer of technology products and services.

SITUATION

Our client historically struggled with attracting top IT talent to their organization. There was a tremendous amount of pressure on all parties to be successful, particularly because the client was bringing all of IT recruiting back in-house.

CHALLENGE

The client did not have an internal recruiting team set up equipped to fill 300 positions within one year.

OUTCOME

- AGS exceeded the client's expectations, filling all 300 positions (250 roles within IT) in 300 days
- We saved our customer \$3.7M in the first year of the contract alone

- We delivered top talent to our client 65 days fewer than our agreed SLA
- AGS drove more than 10,000 unique visitors to the new career site, resulting in 430 applicants, in less than nine months
- Our success led the client to extend our RPO project to include an additional 150 IT positions

INNOVATION

Within three days of verbal award, AGS was redesigning the process which would support the high volume of open positions. During implementation, AGS worked with our client's incumbent outsourcing advisor to understand the current state of the recruiting processes in place.

Because the client's hiring managers had not previously engaged with such a large volume of candidates so quickly, AGS provided immediate training and recommended appropriate social media tools based on our industry experience, to effectively target talent.

Our Center of Excellence team, IGNITE, implemented a sourcing and recruitment marketing solution to rebrand our client's image and social media presence, removing some of the negative associations tied to previous outsourcing of job positions and engaging the community with a fresh look and feel. AGS

provided a dedicated Social Media Manager who worked proactively to facilitate a partnership between IGNITE and the client hiring managers.

The team utilized a comprehensive set of social media tools and platforms to connect with professionals who had the skillsets and cultural fit to best match our client's needs, which in turn had the direct impact of reducing attrition and time-to-fill, and led to realized cost savings.

The Social Media Manager was able to drive more than 10,000 unique visitors to our customer's career sites, resulting in 430 applicants, in less than nine months.

This manager also conducted media relations outreach to communicate the client's investment in technology and their plans to hire 250 new IT professionals. He arranged such placements as an interview with the client's VP of HR at the local news stations and produced a PR Newswire article that was published by a mid-sized online business journal.

Following this publication, which gained national attention of approximately 30 popular media outlets such as CNN and Fox News, the White House released a statement that our customer was "hiring Technology Professionals," to quote our publication. This statement then prompted President Obama to visit a customer retail store and showcase them as a technology company experiencing active job growth.



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.

