



DELIVERING COST SAVINGS IN IRELAND

HIGHLIGHTS

Allegis Global Solutions (AGS) was able to deliver significant cost savings to our client, a multinational insurance company. In the last financial year, AGS:

- Reduced cost per hire by **39%** in Galway
- Reduced cost per hire by **26%** in Dublin

CLIENT OVERVIEW

Our client is among the largest global providers of insurance, annuities and employee benefit programmes, with 90 million customers in over 60 countries.

SITUATION

We currently deliver RPO services to our client across North America, the United Kingdom and Ireland.

CHALLENGE

Our client asked AGS to work with them to reduce their hiring costs, and share details of cost saving insights and benefits as a result of working with AGS.

AGS was asked to:

- Provide insights following AGS implementation
- Illustrate cost comparison pre- and post-AGS
- Share feedback with the business

SOLUTION: BENEFITS OF THE AGS SERVICE

Brand awareness

- We launched an internal and external career site (One People Place)
- Advertised branded roles in the local market

Dedicated talent acquisition team

- Significantly reduced HRBP time spent on recruitment activities
- Provided market intelligence from the AGS market research team
- Delivered a standardised recruitment process and created a standard operating manual

Scalability of team with volume volatility

- We were able to flex our resources between the UK, Dublin and Galway to provide the most efficient use of our resources for our client

Utilisation of recruitment technology

- We introduced our IGNITE services to deliver marketing and research support, as well as our SmashFly recruitment marketing platform and CRM, to help build relationships with candidates earlier, and build talent pipelines faster

Accountability on quality due to SLAs

- Delivered improvements in quality of talent and improved gender diversity

RESULTS

REDUCED
TOTAL HIRING
SPEND BY
34%
IN JUST 12 MONTHS



26% (DUBLIN)
39% (GALWAY)
REDUCED
COST PER HIRE



40% (DUBLIN)
67% (GALWAY)
FEMALE
HIRES
(AT GRADE 13)



REDUCED
AGENCY
HIRES BY
90%

79% (DUBLIN)
97% (GALWAY)
DIRECT HIRE
ACHIEVEMENT
ON EXTERNAL HIRES



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.