



IMPLEMENTATION OF AN EMPLOYEE REFERRAL PROGRAMME

HIGHLIGHTS

Allegis Global Solutions (AGS) worked closely with our client to implement global Employee Referral Programme technology.

In the first quarter alone, over 1,200 referrals were made using the new system.

CLIENT OVERVIEW

Our client is one of the world's largest software companies, with more than 12,000 employees globally. We first launched the AGS RPO service with our client in North America and India, quickly followed by EMEA, APAC and LATAM.

BACKGROUND AND SCOPE

The key focus of this Employee Referral Programme (ERP) was to implement a tool to allow all activities to be trackable, auditable and reportable in one central location.

Referrals accounted for 20-25% of all global hires for our client, so is identified as a critical channel for their Global Talent Acquisition team. Furthermore, referral candidates have been identified as being more successful hires within the organisation, making an efficient and effective technology solution imperative to managing this important channel.

It was identified that the tool should be capable of tracking, auditing and reporting all activity, as well as managing the candidate ownership and eligible employee payouts.

By implementing such a solution it was anticipated that the ERP would deliver a positive impact on those making referrals, those being referred, as well as the Talent Acquisition team. This would align to our client's strategic goals of providing an exceptional candidate and hiring manager experience whilst delivering operational effectiveness.

SOLUTION

AGS worked closely with our client to implement the SuccessFactors CRM platform to deliver the simplified and streamlined candidate referral process.

AGS mobilised a project team to implement the technology solution directly to our client. This favourably impacted our original timelines as it was first thought we would have to work with a third party consultant.

There were a number of challenging deadlines faced by the team, namely the Go-Live date itself and the communications plan. These were successfully navigated due to the flexibility and agility of the AGS project delivery team.

RESULTS

The implementation of the SuccessFactors CRM module was a success for the management of our client's ERP.

The project delivery team were able to deliver on time and within budget, and any issues that arose during user acceptance testing were quickly identified and resolved.

In the first quarter alone, over 7,200 referrals were successfully made using the new system.

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-focussed solutions that make a difference for businesses worldwide.