



INNOVATIVE SOURCING AND SELECTION: REGIONAL ASSESSMENT CENTRES

HIGHLIGHTS

- 60 hires made in just six weeks
- Achieved a 70% shortlist-to-offer ratio
- Excellent feedback on the process received from our client and candidates alike
- Innovative sourcing approach to attract candidates from other industries

CLIENT OVERVIEW

Our client is one of the largest life insurance companies in the world. They are a global provider of life insurance, annuities, employee benefits and asset management. They have operations in nearly 50 countries and hold market leading positions in Europe, the Middle East, the United States, Latin America and Asia.

CHALLENGE

Given the specialist and traditional nature of the insurance market, it became apparent our client was looking for candidates in a limited talent pool. They were unable to find alternative, skilled candidates for their evolving business, particularly in their regional offices. Allegis Global Solutions (AGS) was asked to support a large scale hiring initiative for claim adjusters in their Leeds, UK office.

SOLUTION

To ensure we could deliver top talent for this hiring initiative, we conducted some research to establish the best type of candidate for this role. Our research showed us that graduates or candidates with data, legal or an analytical background often outperformed those with traditional claims adjusting experience.

AGS then created a bespoke, competency-based assessment centre and interview process, focussing on candidates from alternative backgrounds and with different experience than was typical for this role.

INNOVATION

The AGS direct sourcing team used their extensive sector knowledge and experience to approach, attract and select suitable candidates. This included candidates who might otherwise have been overlooked for this role, or who may not previously have considered this type of opportunity with this client.

Given the specialist nature of the insurance industry, it is often difficult to attract top talent from other sectors. Our innovative direct sourcing approach allowed AGS to proactively target a much bigger, untapped talent pool.

Our bespoke assessment centre allowed us to fairly and accurately appraise candidates both from within and from outside the insurance sector.

RESULTS

AGS successfully made 60 hires within a six week period, and achieved a 70% assessment day shortlist to offer ratio. We also had 10 candidates in reserve, in case of an offer being declined.

Our assessment centre feedback has been excellent, and our sourcing approach is now embedded within our client's hiring process.

Following on from the clear and direct success of this project, AGS launched the "**Gene Pool Initiative**". Focussing on attracting the best talent available, this initiative will change the genetic makeup of the organisation through engaging those with different skillsets and from different backgrounds as well as vertical markets. This enables our client to modernise their business and enhance their employer brand.

**AGS MADE
60 HIRES
WITHIN A SIX
WEEK PERIOD**



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.