CBREX helps Global Tech Consulting Firm simplify their Recruitment Process

Recruiting the right talent is one of the biggest challenges that an enterprise faces. Recruiting is a necessary function of any organization, regardless of its business model or industry. Technology can simplify this process for enterprises and sourcing companies alike. With technologies like AI and ML, drastic advances have been made in the recruitment industry to create a smooth recruiting experience for recruitment agencies and companies.

THE COMPANY

Established in 2014, a global technology consulting start-up focused on the capital markets industry with over 200 employees was looking to hire people for specific roles. They have worked on challenging projects building enterprise grade applications solving complex business problems across the front, middle and back offices of Investment banks, broker/ dealers, and major security firms. The company has been growing ever since its conception, starting from two clients to 10+ Fortune 500 companies today. To manage such clients the company was looking at hiring new recruits but was unsuccessful.

THE CHALLENGES

1. The company came to CBREX with recruiting challenges, specifically for skillsets of Java, Angular, React, Net Developers, Technical Architects at senior levels and TT-BR/ AV-JTL - Java Tech Lead.

2. They were searching for candidates based out of multiple locations.

3. The company had earlier rolled out offers but saw minimal conversions and acceptances from candidates.

4. It was a challenging and a highly competitive market with inflated salary payouts in which they were trying to hire. (Timeframe Jan 21 - April 22)

5. Companies at the time were vying to get the right candidates in a highly demand driven market.

DELIVERING SCREENED TALENT ACROSS LOCATIONS

CBREX team diagnosed the company's current recruitment process to identify the challenges.

1. Understanding the demands of the client, CBREX curated a specialized vendor pool best suited to the organization needs.

2. The client recruiters began engaging on the platform and were spending about 20-30 minutes productively on the platform daily. The platform saw a minimum of one job update per week.

3. The client recruiters were providing real-time feedback to the vendors regularly which helped in high vendor engagement. The vendors were then motivated to upload better quality & relevant resumes because of the regular client feedback loop.

4. The client could engage with multiple vendors sourcing candidates for the client at desired locations through a single platform, all of which were vetted and curated by CBREX. Being on a single platform, they could reach out to multiple agencies at the same time, streamlining the process and saving time.

The CBREX platform also has features like **Broadcast** which helps in reaching out to the right vendors in a short span of time which in turn helps in supply building. The **Mobile App** enabled the client recruiters to interact with the vendors regardless of where they were, thereby accelerating the complete hiring process from finding candidates to scheduling meetings and interviews.

ABOUT CBREX

CBREX was established to help the recruiting community come together to create a large network of suppliers and recruiters. The availability of an all-in-one platform provided a fast-tracked process leading to higher conversions with minimal time consumed.

Gautam Sinha, Co-founder CBREX said "The objective of CBREX is to create a single platform that serves the interest of our vendors and our clients. We understand the difficulties faced in the hiring process. With the help of technology, along with Artificial Intelligence and Machine Learning, we seek to bring a curated solution for the whole industry".

CBREX is a B2B tech platform connecting enterprises to recruitment agencies across the world. CBREX enables recruiting firms of all sizes access validated open requisitions from enterprise hirers, including high margin international mandates and niche talent requirements. Conversely, CBREX enables enterprises to engage with hundreds of talent sourcing firms to fulfill all their talent requirements - high volume, niche hard-to-fill and even international requirements. From onboarding bona fide firms, to setting up requirements screening criteria, to scoring resumes for the best-fit and helping recruiters schedule candidates for interviews, CBREX does it all.

Today CBREX counts over 90 enterprises as customers, and over 5000 talent sourcing firms use the platform for accessing open recruitment requirements.

Visit CBREX site to know more.