How an IT Services Company (1 Bn+) hired at scale within 45 days

The Company
Our client delivers digital transformation and technology services enabling 2000+ global clients to outperform the competition. The company employs approximately 20,000+ employees with an annual revenue of 7000+ Crores.

The Challenge
The company came to CBREX with four problems:

1. To hire for **niche skill areas**, the company needed to cast a wide net and therefore engage with a large number of talent sourcing agencies. But its current processes and resources made it impossible to constructively engage more than a handful agencies at a time.
2. The **time to hire** was unacceptably long; its existing Talent sourcing agencies weren't able to find relevant resumes quickly and their **quality was suspect** which further burdened the internal recruiting team.
3. The **sudden spurt** in its hiring numbers required it to ramp up its talent sourcing efforts but no single vendor was equipped to deliver this volume in such a short period of time.
4. **Increasing the internal recruiting team** was going to be time consuming and non-scalable without a corresponding increase in recruiter productivity.

Delivering Screened Talent At Scale
The CBREX team diagnosed the company's current recruitment process to identify the bottlenecks. We on boarded the company's team on to our platform and executed a **7-pronged strategy** that delivered dramatic results in **45 days**:

1. We assigned a **dedicated platform evangelist** to hand hold the company's recruitment team as it began to post requirements on the platform and engage with a large number of talent sourcing agencies keen to fill the open requisitions.
2. The CBREX platform evangelist set up an **ongoing virtual training program** so that the company's recruitment team could effectively use key platform features like setting up effective screening questions and establishing sourcing guidelines.
3. The CBREX platform evangelist helped the company recruitment team understand the various **MIS reports** available and derive actionable insights to improve the performance of the recruitment program.
4. We created an initial set of 30 **"specialist" talent sourcers** to cater to the niche requirements, through our platform curation and primed them on the opportunity.
5. Formulated and executed "**vendor communication" programs** to create excitement amongst the vendor pool and continuously monitored the pool to ensure the good ones remained, the average ones improved, and the below average ones exited.
6. Ensured that our "community team" was able to **add other vendors** to the customer pool once the number of positions posted on the platform began to increase.
7. The platform's **3 level screening process** got set up at the end of first 2 weeks.

The results were spectacular to say the least.

The Results

In the week the company was on boarded on to the platform	45 Days after the company was on boarded on to the platform
2 recruiters opened 60 positions across 2 skill areas	36 recruiters have opened 1100 positions across 26 skill areas

Engaged 28 talent sourcing agencies.	Engaged with 136 talent sourcing agencies. Additionally the engaged talent sourcing agency pool is adding 2-5 new supplier every week.
Started receiving 10 relevant resumes per day.	Receives 100+ relevant resumes per day.
Started making 5 offers per week.	Makes 25 offers per week, with a qualified processing pipeline of over 750 candidates at ANY given point in time.

The company now shortlists 81 out of 100 resumes submitted by the Talent sourcing agencies on the platform. It is important to know that the company hasn't had to add to its recruitment team while dramatically scaling its output.

CBREX is proud to be the company's partner in Delivering Screened Talent at Scale.