



Case Study

Establishing a Recruiting Infrastructure

Spherion delivers recruiting expertise to staff a new business venture

Results at a Glance

Problem:

- Expanded operations to the U.S.
- Required an entire recruiting infrastructure within a two-week implementation window
- Needed to fill 175 corporate positions, from high-level executives to administrative positions

Solution:

- An end-to-end RPO solution that included the entire hiring process, from receipt of request to offer letter
- A dedicated on-site team supported by Spherion's virtual recruiter network for increased scalability

Results:

- On average, submitted candidates to the client within four business days after receiving a requisition
- Time-to-fill average of 40 business days for high-level & hard-to-fill positions & 19 business days for administrative positions
- Offer acceptance rate of 98%

Client Profile

With annual revenue in excess of \$60 billion, this client's primary business is retailing – with over 2,500 stores worldwide.

Business Problem

The client was expanding its operations to the U.S., and required an entire recruiting infrastructure within a two-week implementation window. As a part of this expansion, they needed to fill 175 corporate positions in a variety of skill sets, from high-level executives to administrative positions.

The Spherion Solution

Spherion® developed an end-to-end recruitment process outsourcing (RPO) solution that included the entire hiring process, from receipt of request through offer letter. This solution included a dedicated on-site operations director, recruiter and employment specialist. The dedicated team was supplemented by Spherion's virtual recruiter network for increased scalability.

Value Delivered

After receiving a requisition, Spherion submitted a candidate within an average turnaround time of four business days - significantly faster than the client's expectations. Furthermore, Spherion's time-to-fill average was 40 business days for high-level and hard-to-fill positions and 19 business days for administrative positions.

One of the key reasons for success was Spherion's understanding of the client's needs and their market. Spherion performed market studies to ensure that the benefits and salaries offered were in line with the marketplace, and targeted experienced candidates that were currently employed elsewhere in the industry.

Spherion also created marketing materials aimed at desirable candidates, emphasizing the benefits of working for the client. As a result of these two initiatives, the client's offer acceptance rate was greater than 98%.

For more information about Spherion, visit us at www.spherion.com.