



WORLD CLASS RPO SOLUTION

HIGHLIGHTS

- AGS delivered best in class recruitment practices, strategic sourcing initiatives and diversity improvements to drive quality, cost reduction and innovation
- Reduced agency usage by 89% over the contract period
- Reduced time-to-fill by 22% over the contract period

CLIENT OVERVIEW

Our client is a leading global financial services firm, delivering their services from over 900 offices in over 50 countries.

SITUATION

Our client undertook a comprehensive, competitive procurement process to select an RPO provider, and appointed AGS to deliver a three year contract. Our client was impressed by both our expertise in the financial services sector as well as our robust solution and implementation methodology.

CHALLENGE

Our client was looking for a partner who could deliver against the high expectations they set for their talent acquisition function, and with whom they could challenge the normal parameters that existed within the UK RPO market. By focusing on creating value through a high quality recruitment function, our client wished to promote an innovative, consistent and high quality approach enhancing both the candidate and hiring manager experience. The model also needed to be agile and scalable, to meet fluctuating demands, whilst delivering innovative, low cost strategic sourcing strategies.

SOLUTION

AGS successfully managed the RPO transition from the previous incumbent by working in close partnership with our client's internal HR team. We placed a team of 40 recruiters and support staff on site with our client, delivering an end-to-end recruitment service across all functions.

The AGS programme team were selected on the basis of their recruitment experience within the specialised, financial services market, and each had over eight years' experience delivering similar RPO services. Within the first year of the contract, AGS made approximately 1,000 permanent placements in our client's UK offices in London.

Since the implementation, AGS has delivered best in class recruitment practices, strategic sourcing initiatives and diversity improvements to drive quality, cost reduction and innovation for our client.

REDUCED
AGENCY
USAGE
AND SPEND BY
89%



RESULTS

Over the course of our three year project with this financial service organisation, AGS delivered above and beyond the scope of our contract and in excess of the SLAs expected of us:

Reducing Agency Hiring

- Reduced agency usage and spend over contract period by 89%
- Achieved a 94% spend reduction over the contract period within the technology function

Driving Quality and Cost Effective Hiring

- Time-to-Fill (days) reduced by 22% over the contract period
- Reduced cost per hire by 30%
- Reduced advertising spend by 18% since contract commencement
- Expansion of the service to include additional EMEA locations

Driving Quality and Cost Effective Hiring

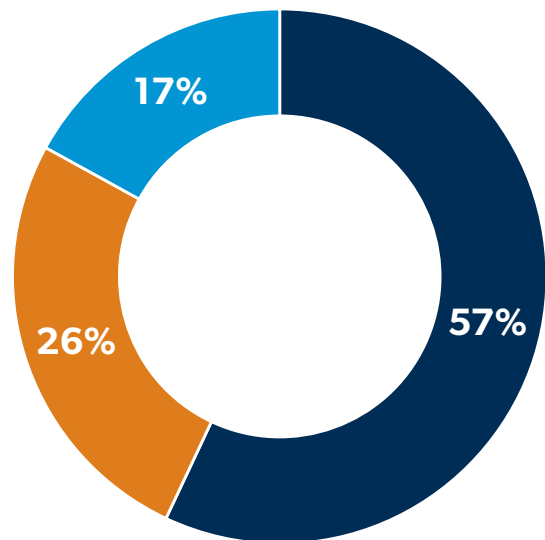
- Increased hiring manager and candidate survey response rates by 48% and 68% respectively as well as hitting SLA positive satisfaction target
- Candidate satisfaction response rates of over 60% and scores of over 90%
- Strong focus on diversity agenda including creation of female talent maps and driving gender diverse shortlists resulting in improved hiring gender split
- Within the technology division, where gender diversity candidates are notoriously difficult to source, AGS improved female hires by a market leading 40%

PROGRAMME SNAPSHOT



580 ANNUAL STARTS

LABOUR CATEGORIES SUPPORTED GLOBALLY



- Corporate Functions
- Technology
- Specialist Banking



REDUCED TIME-TO-FILL BY 22%



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.

