

Company overview

INDUSTRY: ENGINEERING**LOCATION: GERMANY****NO. OF EMPLOYEES: 18,000**

The client company – founded over 60 years ago in Hamburg – has become one of the world's leading providers for intralogistics.

The company's portfolio includes both conventional forklifts and fully automated logistics systems with the corresponding software solutions for efficient logistics processes.

Our client employs more than 18,000 employees worldwide and operates across 40 countries.



The challenge

The client was already outsourcing the recruitment of external personnel to an external MSP. Contrary to the expectations the previous MSP did not provide the desired transparency in the tender and recruiting process.

The lack of transparency in the distribution of requests to staff suppliers led to many unanswered questions. Uneven distribution of requests and preferential treatment of suppliers in the allocation of resources led to dissatisfaction and a lower supplier service commitment.

In addition, the previous MSP partner did not meet the expectation to create processes and communication in line with amendments to temporary employment-related laws.



The outcome

The reorganisation of the recruitment processes very quickly led to increased satisfaction of all parties. The close collaboration and open communication have contributed significantly to the success of the new programme.

The active review and renegotiation of hourly rates also quickly proved to be a success. In addition, we achieved significant indirect savings in the first six months, including reduction in maverick buying and an increase in process transparency.



The solution

We replaced the existing MSP and served as a neutral interface between the client and its suppliers, ensuring clear communication on all candidates and process-related issues to all parties involved in the recruitment process.

In addition to the development of a cost-saving concept, cost-related aspects are now also taken into consideration as part of the recruitment process.

The Hays own VMS 3 Story Software has been implemented (initially without customer connection) and is now being maintained by the MSP service team.

3 Story Software is a central component of our internal supplier management, underlining the neutrality of the MSP programme. The client is able to keep track of active resources per supplier and location thanks to monthly reports and receives extensive data as part of a Business Review Meeting between its purchasing and HR departments and the MSP service team.

FAST FACTS

Replacement of an existing MSP and providing a neutral interface between the client and its suppliers

Managed Spend M 7 – 10 Mio € p.a. and 33 suppliers

Roles managed: Engineering & Corporate Functions on a service-contract and temporary employment basis

Implementation of VMS 3SS for the internal supplier management

Increase in process transparency and satisfaction of all parties involved

“We achieved significant indirect savings in the first six months, including reduction in maverick buying and an increase in process transparency.”