

## Company overview

INDUSTRY: **CHEMICAL**

LOCATION: **MALAYSIA**

NO. OF  
EMPLOYEES: **110,000**

The client is a top German multinational chemical company that is cross-listed on Frankfurt Stock Exchange, London Stock Exchange, and Zurich Stock Exchange. With joint ventures and subsidiaries in over 80 countries and more than 110,000 employees globally, the client has a large global presence. The client has been in Malaysia for more than 25 years. As a chemical company, the client's portfolios range from chemicals, plastics, performance products and crop protection products to oil and gas.

## THE CHALLENGE

The client had a tight timeline to fill close to over 200 headcounts in a year's time and the headcounts allocated to recruit are required to fill in waves of hiring based on the global demands and go-live time frame. They lacked a strong dedicated TA team to help them fill the roles in time and were facing dissatisfaction from the global management team due to the long time to fill of 68 days.

## THE OUTCOME

Since we have commenced on the project, we have:

- Halved time-to-fill rate in first 3 months, from 68 days to 32 days and now steadily maintaining time-to-fill under 25 days.
- A better flow and structure for the hiring process, which resulted in an increase in client as well as candidate satisfaction.
- Achieved 56% direct sourcing in second quarter and 41% in third quarter of the contract.
- Reduced third party agency reliance to under 15%.
- Resulted in total cost savings of RM1 million through direct sourcing.

## THE SOLUTION

Prior to RPO, we noticed that Taleo is not fully utilised by the internal TA team and the previous provider. We made it a point to check Taleo every day and process every single candidate. Apart from processing every single candidate, we searched through our client's candidate pool within Taleo to engage new and existing candidates – many of which are highly qualified for the open roles. We also worked close with our Hays resource to leverage our brand and specialism expertise, which allowed us to reach out to more skilled and better matched candidates.

## FAST FACTS

Reduced time to fill from 68 business days to an average of 25 days

Annual hires: 150 - 200

56% direct sourcing in second quarter and 41% in third quarter

Reduce third party agency reliance to under 15%

Cost savings of RM 1million through direct sourcing

