

## Company overview

INDUSTRY: **CHEMICAL**LOCATION: **MALAYSIA**NO. OF EMPLOYEES: **110,000**

## PROJECT INTRODUCTION

The client is a top German multinational chemical company that is cross-listed on the 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 approximately 200 headcounts in a year's time. These headcounts were to be filled in waves, based on global demands and a set go-live time frame.

However, the lack of a dedicated Talent Acquisition team meant that roles were filled at an average of 68 days, to the dissatisfaction of the global management team.



### The outcome

Since the commencement of 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 rate under 25 days.
- Set up a better flow and structure to the hiring process, which resulted in an increase in both client and candidate satisfaction.
- Filled 56% of roles through direct sourcing in the first six months.
- Reduced third-party agency reliance to under 15%.
- Realised total cost savings of MYR 1 million through direct sourcing.



### The solution

Prior to engaging our RPO services, the client's was not fully utilising Taleo. When we came onboard, we actively checked Taleo every day and processed every single candidate.

Using Taleo, we also searched through the client's candidate pool to engage new and existing candidates – many of which were highly qualified for the open roles.

Finally, we leveraged our Hays brand and specialist expertise to reach out to higher 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% of roles filled through direct sourcing within the first six months

Reduced third party agency reliance to under 15%

Cost savings of MYR 1 million through direct sourcing

“Realised total cost savings of MYR 1 million through direct sourcing.”