

Global RPO Drives Results for a High-Performance Networking Firm

in brief

CHALLENGE

Elevate global talent acquisition capabilities

SOLUTION

Embedded teams streamline and standardize recruitment

RESULTS

- Critical technical and sales talent sourced
- 61% reduction in time to hire
- Agency usage reduced or eliminated
- 100% hiring manager satisfaction

“Ochre House hit the ground running and helped us ramp up our hiring to more than double the volume across EMEA. They have been a trusted partner that has shown tremendous flexibility and dedication to us. They have helped us meet our bold aspirations to connect everything and empower everyone through the new network.”

DIRECTOR, GLOBAL HR SERVICE DELIVERY, OF A LEADING NETWORKING PRODUCTS AND SERVICES COMPANY

CLIENT CHALLENGE

One of the world's leading high-performance networking products and services companies has nearly 10,000 employees and offices in more than 40 countries. The company's recruitment function in North America, EMEA and Asia-PAC was not equipped to meet hiring needs created by its rapid global growth and ongoing diversification of products and services. The firm required top talent in increasing volumes, within very niche skill sets and demanding geographies. It wanted a flexible recruitment partner that could bring genuine talent acquisition capability, and transfer knowledge and expertise to its existing recruitment teams over time.

CREATING THE SOLUTION

Pinstripe and Ochre House developed a seamless global solution spearheaded by onsite teams embedded in the client's recruitment function in EMEA, Americas and Asia-PAC.

Working closely with the client, Pinstripe and Ochre House:

- Refined and increased value in the recruitment processes in each region to ensure best practices across the talent acquisition lifecycle
- Implemented candidate attraction activities to elevate the client's employer brand
- Provide ongoing transfer of best practices knowledge in the areas of candidate attraction and management techniques, assessment and selection expertise and the use of dedicated systems to automate core aspects of the recruitment process.

DELIVERING RESULTS

The embedded teams facilitate hiring for the client in 27 countries in EMEA and 8 in Asia-PAC, with benchmark results:

- Recruitment of 180 technical and sales professionals across EMEA, Americas and Asia-PAC over a 6-month period
- Reduction of the average time to generate an employment contract from 13.5 days to 5.5 days
- Reduction of average time to hire from 90 days to 55 days
- 100% candidate and hiring manager satisfaction
- Reduction of agency usage to less than 19%

Results in the Americas:

- Recruitment of hundreds of technical and sales professionals
- Reduction of average time to fill from 90 days to 50 days
- Increased direct hiring to 77% of source mix
- Zero agency usage
- Interview to offer ratio of 2:1



Is your recruitment process a competitive advantage for your organization? Contact Pinstripe today at 877-797-3379 or www.pinstripetalent.com.