

## Company overview

INDUSTRY: **CHEMICAL**

LOCATION: **CHINA**

NO. OF EMPLOYEES: **11,000**

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. As a chemical company, the client's portfolios range from chemicals, plastics, performance products and crop protection products to oil and gas.

### The challenge

Due to a headcount freeze, hiring managers were not able to interview candidates despite the need to fill roles with specialised skillset, e.g., R&D scientist of polymer material, R&D specialist in coating industry.

The other challenge in filling such roles is needing to work with the non-compete agreement most candidates would have signed with their companies.

### The outcome

Since we have commenced the project, we have:

- Halved time-to-offer rate, from 156 days to 72 days
- Doubled conversion rate from 35% to 71% from Final On-site Interview to Offer Extension
- Conversion rate of 92% from Offer Extension to Offer Acceptance
- Achieved 35% in cost savings through RPO

### The solution

We spoke to our client's management team and they agreed to interview senior candidates for roles despite the headcount freeze. By simplifying and cutting down a few stages in the interview process, we were able to help accelerate the hiring process for the role once the headcount freeze is released.

We created a talent pool from internal and external databases to identify senior candidates who were a good match and whose non-compete agreements were set to expire.

## FAST FACTS

Improved time to offer from 156 business days to 72 days

Annual hires: 66 - 100

Achieved 35% in cost savings through RPO

Conversion rate of 92% from offer extension to offer acceptance

Niche roles: R&D scientist of polymer material

