

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 the need to manage many functions and responsibilities other than recruitment, our client's Talent Acquisition team took on a more passive approach to filling roles. As a result, the average time to offer was approximately 156 days with 3 to 4 rounds of interviews.

Another key challenge was finding niche talent with specialised skillset (e.g., R&D scientist of polymer material) while effectively managing the non-compete agreements of those candidates.

The outcome

Since the commencement of 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

Since the implementation of RPO, we engaged in active sourcing and utilised our clients' ATS more effectively by considering the research focus of candidates, ensuring a more accurate match of role before recommending the candidates to hiring managers. We also leveraged our Hays resource and specialist expertise to reach out to more skilled and better-matched candidates.

Through our strategic sourcing, we synced the commencement timeline of candidates with their non-compete agreement to prevent hiring challenges. Additionally, we reduced the interview process to 1 to 2 stages, allowing senior management to interview candidates directly, which sped up the process.

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

