

RPO case study: year-on-year success recruiting highly skilled financial talent.

industry: financial technology services



challenges & goals

A growing financial services firm needs to find large volumes of industry specialists, many requiring licenses and several years of experience. Added to this are a global pandemic and a recent acquisition by a global financial firm.



solution

Partnering with Randstad Sourceright to quickly scale its existing recruitment process outsourcing (RPO) model — which has been in place since 2016 — the client adapted to turn around higher volume hires, many of which are in a class hire model. The flexibility of the client and the RPO team, together with innovative recruitment technology, created new efficiencies and allowed the client's hiring model to rapidly evolve.



key results

- 860 financial consultants were hired over two years, 2019 and 2020.
- Eight classes of more than 50 hires each were delivered with a 100% fulfillment rate and less than 1% fall-off.
- In 2020, the RPO scheduled 3,876 first interviews, 899 second interviews and initiated more than 1,000 background checks, and still shaved 15-days off of time to fill.
- In response to COVID-19, the program moved to a fully virtual model in just one week.



[> read the full case study](#)