

# RPO case study: streamline interview scheduling to enhance candidate experience.

industry: life sciences



## challenges & goals

With operations across more than 20 countries in EMEA, this leading life sciences company has a large number of roles to fill every year. The company wanted to streamline interview scheduling and other administrative recruitment tasks to take pressure off the talent acquisition team and free them up for more strategic initiatives.



## solution

The company implemented candidate management services to centralize interview scheduling, temp-to-perm transactions, travel booking, reference checking, medical clearance, managing onboarding and working student recruitment. These services complement its existing recruitment process outsourcing (RPO) program and are supported by Randstad's specialized recruitment center in Budapest, who can communicate in several languages, including German, French, Spanish and English.



## key results

- Talent advisors and recruiters are able to focus on strategic activities and deliver a better recruitment experience for candidates and hiring managers.
- About 15,000 interviews are scheduled across 20 countries per year.
- Time to offer in the U.K. has been reduced from 33 days in 2019 to 29 days in 2020.
- Candidate satisfaction is rated at 3.8/4 on average, while recruiter satisfaction is rated at 3.6/4.



[> read the full case study](#)