

RPO case study: rapid hiring in Indonesia during the COVID-19 pandemic.

industry: telecommunications



challenges & goals

A leading network provider was awarded a new client contract that required the acquisition of 260 new hires. These hires represented 38 unique roles in 14 different locations across Indonesia and needed to be filled in just 10 weeks. With the global pandemic and subsequent lockdown, recruitment had to be delivered 100% virtually.



solution

Building on an already successful recruitment process outsourcing (RPO) talent acquisition model, a dedicated SWAT team was established to support the urgent hiring requirements in Indonesia. Hiring manager education and video interviews were keys to success. In essence, historically annual volumes were compressed into just seven weeks.



key results

- 1200 applications were received, 750 resumes were submitted for review, and 640 interviews were arranged.
- 260 hires were made in just 10 weeks.
- The telecommunications leader is able to support new client demand with high-quality talent.

[> read the full case study](#)

