RPO case study: major biopharmaceutical company gains specialized recruiting talent.

industry: biopharmaceutical

challenges & goals

The company struggled to find highly specialized recruiters with experience sourcing STEM talent for the pharmaceutical industry.

solution

With recruitment process outsourcing (RPO), and powered by market intelligence, the company adopted a new strategy to expand sourcing. Based on pay rates and talent availability data, the RPO acquired remote-based recruiting talent with the skills and expertise needed to meet the client's high standards.

key results

The successful RPO strategy has delivered highly qualified recruiters and sourcers for 100% of the reqs received at implementation. The organization has also reduced time to fill by nearly 50% for key recruiting positions, and a year later, turnover within the team sits at less than 5%.

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