

RPO case study: 5000 hires, 11 countries and 120 distinct role types.

industry: telecommunications



challenges & goals

This network infrastructure leader is enjoying tremendous growth and needed to scale its recruitment function to support newly won business across both established and newly emerging countries. Randstad Sourceright was engaged to attract, source, screen and hire more than 5,000 highly skilled individuals across 120 role types in Australia, New Zealand, Indonesia, Bangladesh, Myanmar, Thailand, Vietnam, Philippines, Malaysia, Singapore and India.



solution

As the recruitment process outsourcing (RPO) partner, Randstad Sourceright worked closely with the client's HR team and business to develop a targeted approach for different role types and markets, and applied digital innovation and strategic sourcing to source and engage talent.

To drive brand recognition and enhance talent attraction in a highly competitive landscape, the RPO also used market insights, consumer-based talent marketing expertise and diversity initiatives to improve both candidate experience and recruitment efficiency.



key results

- The employer secures quality talent to support growth that is critical to success.
- Time to fill has been reduced by 50%.
- Aged requisitions have decreased by more than 60% in one quarter.
- Hiring manager and candidate satisfaction are rated at 4.5/5 on average.



[> read the full case study](#)