recruitment process outsourcing model helps pharmaceutical leader meet business demand at speed.
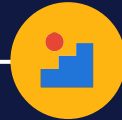
industry: pharmaceutical

challenge

solution

key results

Bayer did not have a specialized talent acquisition team and relied heavily on external agencies to attract and hire talent.

Recruiter on demand (ROD), a flexible and scalable team of four to seven experts across Benelux working onsite as real partners with Bayer's talent acquisition team, provides sourcing and recruitment expertise, talent insights and employer branding services.

- reduced time-to-fill from 63 to 40 days
- improved candidate experience by reducing time between application and hire from 56 to 24 days
- lowered third-party agency costs; percentage of roles hired through agencies dropped from 22 to 1%

> read the full case study