



CASE STUDY: **GLOBAL TECHNOLOGY**

EMBEDDED AC TEAM DELIVERS GLOBAL TALENT

The Client

A global technology giant was about to embark on a major scaling up of its cloud business.

In order to achieve this objective, it needed support from a highly collaborative partner for the corporation's biggest ever recruitment initiative.


Following a competitive process, Armstrong Craven was selected to partner the company's own internal talent acquisition team.

What We Did

**OVER
2,000**
candidates
sourced



309 roles
FILLED
inside
6 months



29
STRONG
AC TEAM



Activity
across
25
COUNTRIES



Cost per hire:
8.5%
OF
SALARY



17%
IMPROVEMENT
in time to hire
(from 60 to
50 days)



How we did it

AC was able to mobilise swiftly sharing strong market knowledge and starting to deliver profiles of potential candidates.

Just one month into the assignment, we were asked about our ability to scale up. Senior management had decided to escalate the speed of the roll-out and now needed to make 300 new hires across 25 different markets across Europe, India, Middle East, Africa and Asia Pacific.

The client requested a dedicated team of 29 and within days the team of specialist technology recruiters and sourcers completed a two and a half day induction into and registration with the corporation's processes and systems. It was vital that the client's own talent acquisition team and AC worked as one.

In total, we were recruiting for 25 different markets, each with their own stakeholder team and local challenges.

Visibility of both the process and results went all the way to the top of the corporation's US HQ with the use of global tracking multi-collaboration tools enabling real-time reporting.

We were delivering candidate profiles using different techniques depending on particular market nuances including directly sourced candidates, referred candidates and the use of multiple online portals.

The project was completed one month early.

Why Armstrong Craven:

- * Access to global talent market*
- * Flexible partnering model that complements internal strengths*
- * Capacity to scale up – and quickly*
- * Full client data ownership allowing ongoing hires*
- * Tangible ROI compared to traditional search*
- * Reduced cost and time to hire*
- * Partnership approach ensures enhanced client / candidate experience*
- * Willingness to work as an embedded part of the client's talent team*
- * Dedicated recruitment team with expert sector, functional and global experience*
- * Strategic rather than operational approach to hiring*

To find out more about Armstrong Craven's global talent mapping and pipelining work visit www.armstrongcraven.com