

RECRUITMENT OUTSOURCING

Badenoch & Clark is able to provide a fully outsourced internal recruitment function or managed service for our clients. Recruitment Process Outsourcing (RPO) or Managed Service Provider (MSP) can manage the entire recruiting/hiring process, or one or two aspects of the process, essentially serving as an extension of the company's Human Resources department and reducing spend.



It is a very cost effective way to manage your recruitment process and you would still receive a highly specialist service from our consultants and an account manager could be based on-site or from our offices.

WHAT ARE THE BENEFITS TO YOU?

- Reduces recruitment spend significantly
- Enables demand planning, workforce management and talent pooling
- Dedicated Account Manager who truly gets to know your business, culture and challenges
- Reduced time to hire and high fill rate
- Dedicated team of specialist consultants who know your market and are focused on you
- Positive candidate experience including campaign management, attraction strategies and access to our hiring tools
- Embedded compliance and on-boarding process for temporary and permanent hires
- Detailed and bespoke financial and management information
- PSL review and management of 2nd tier suppliers
- Contractor payroll and tailored invoicing function through a trusted technology platform

Case study

BRIEF

A well-known insurance company required a centralised approach to both temporary and permanent recruitment to cover all disciplines throughout their organisation in the UK. The existing process involved many agency relationships, often with varying terms and fees, who were introducing unsuitable candidates into a disjointed process. The rationale to bring everything under central control was due to the desire to increase the overall candidate quality, create a robust approach to engaging with external talent and to improve the hiring process, especially in relation to the candidate journey.

- METHOD -

We created a model to deliver a high-touch onsite solution, taking full control of all routes to market and existing supplier relationships.

Our onsite Account Manager engages with the hiring community and our own specialist recruiters to ensure we are targeting the best talent available from the open market. Each role is delivered by market experts. We also take care of all recruitment administration, contractor payroll and pre-employment candidate screening through our back office teams.

In order to roll-out the service successfully, we had a dedicated Project Manager coordinating all the necessary work streams, including delivering a comprehensive communication plan to ensure that the business stakeholders and hiring community were engaged and motivated to use the new service. We partnered closely with Human Resources to redesign and update the recruitment and interview processes.

- RESULT -



Time saving

Reduced time to hire.



Efficiency

97% direct fill rate.
Significant reduction in interview to offer ratio, now 3:1 (proving an increase in candidate quality)



Cost

Reduction in overall recruitment spend.



Consistency

A robust candidate experience that is the same for all candidates.