



Case Study: Project Recruitment - Global Manufacturing Organisation

Our client, a well-established MNC, embarked on a joint venture with another renowned MNC globally as part of a strategic collaboration. This case study delves into the comprehensive support within talent acquisition provided to the client, aimed at strengthening the new entity within the Global Shared Services setup in India.





Background

1 Introduction

Our client, a well-established MNC, was entering into a joint venture with another renowned MNC globally as part of a strategic collaboration.

2 Objective

The entity, established in 2020, sought comprehensive talent acquisition support to strengthen the new Global Shared Services entity.

3 Challenge

Working with stakeholders worldwide, the challenge was to set up a new entity in India during COVID-19, managing the process virtually within a stipulated timeline.

Process Alignment

1

Identification of SPOCs

Identify stakeholders in the recruitment process, including our internal team, client HR team, and hiring managers.

2

Establishing Milestones

Created a recruitment calendar outlining the timeline for sourcing, screening, interviewing, and hiring, facilitating clear communication with candidates.

3

Discussion with Business

Online meetings with Business to discuss each Job Description with Hiring Managers across different geographies, with varying expectations for positions.

4

Track and Assess Candidates

Developed a system to track and assess candidates, using detailed questionnaires and interviews to evaluate technical and cultural fit for each position.

5

Interview Participation

Participated in the Interview Panel alongside the client.

Recruitment Across Functions

Finance

Senior professionals and complete teams were hired for the finance department.

HR

Human Resources saw the addition of experienced team members.

Sales

Sales teams were strengthened with new hires.

Sourcing

New talent was brought in for the sourcing function.

Supply Chain

The supply chain department was bolstered with skilled professionals.

Process Improvements

Teams focusing on process improvements were assembled.

Technology

Technology teams were expanded with new recruits.

Achievements

87%

Offer to Join Ratio

The successful offer to join ratio was a remarkable 87%.

1 Diversity and Inclusion

Achieved a diverse and inclusive workforce, with a focus on gender diversity.

2 Enhanced Candidate Experience

Enhanced candidate experience led to positive feedback.

3 Virtual Onboarding

All processes, including onboarding, were conducted virtually during COVID-19.



Get In Touch

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