



COST SAVINGS AND REDUCED AGENCY UTILISATION THROUGH DIRECT SOURCING

HIGHLIGHTS

- Cost savings of £4.5M in one year from direct sourcing
- Exceeded our SLA for direct sourcing by 66% over the last 12 months
- Consistently exceeded HRBP feedback target over the last financial year

CLIENT OVERVIEW

Our client is a leading, multinational banking and financial services company, headquartered in London, UK. They operate a network of over 1,200 branches and outlets across 70 countries.

Allegis Global Solutions (AGS) delivered services across EMEA, North America, Asia Pacific and Latin America. Within EMEA, we delivered services to the UK, Ireland, Sweden, Germany, Luxembourg, Jersey, Guernsey and France.

CHALLENGE

Our client was constantly seeking to attract and retain the best talent in order to provide exceptional value to their customers, on a global scale.

They needed an end-to-end resourcing solution to manage their workforce acquisition, not a tactical or reactive agency style recruitment service. They required support of all permanent recruitment needs, front and back office functions, and up to board level.

Client goals:

- Seamlessly transition from existing provider
- Become an employer of choice
- To attract top talent
- Improve communication with stakeholders
- Streamline and optimise processes
- Develop a world class direct resourcing model
- Reduce costs and increase quality

SOLUTION

We managed the TUPE transfer of incumbent supplier staff, including developing and executing a change management strategy for staff transition. We developed and streamlined all resourcing related processes including internal recruitment, external recruitment, offer management, internal transfers (international and domestic), employment contract generation and compliance/background screening.

All recruitment related collateral such as interview guides, telephone screen forms, reference checks was refreshed to ensure that we deliver best-in-class pre-selection and onboarding services.

Working in partnership with our client since 2009, AGS delivered efficiency, cost savings, increased quality of candidates and improved manager satisfaction.

To complement our RPO solution, AGS also introduced a MSP Direct solution (MSP with direct sourcing) for contingency hires.

RESULTS

Over the course of our engagement with our client, AGS exceed expectations. Examples of some of our achievements are:

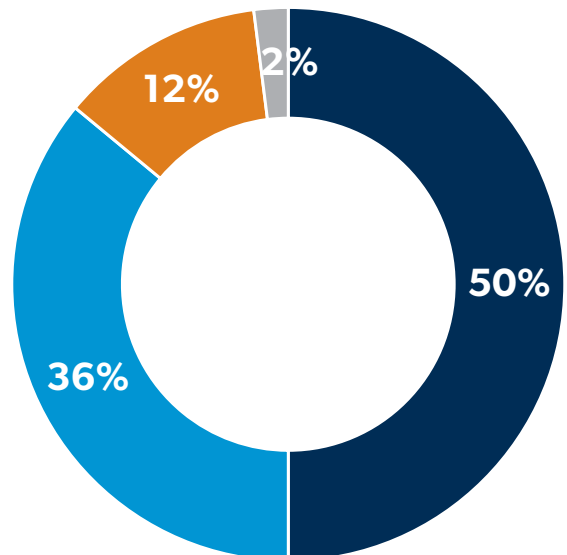
- Successful and seamless transition from the incumbent provider
- TUPE transition of “in-scope” employees, including all project management, change management and communication strategies
- Increased the number of requisitions filled by 24% year on year
- Increased direct sourcing by 11% in one year, and exceeding our client’s SLA
- Reduced average cost per agency hire in the last performance year by 30%, despite a 17% uplift in external hiring volumes year on year
- Cost savings of circa £4,500,000 in one year from direct sourcing alone
- Reduced time-to-fill by 13.2 business days at MD level and 5.5 business days from Director level, and exceeded our SLA by 66% across all job bands
- Consistently delivered HRBP feedback scores in excess of our KPI
- Improved internal mobility by 11%
- Delivered a best in class service in response to regulatory and process changes for Financial Crime Compliance hiring, with the global processes adopting some of the methodology set out by the EMEA team

PROGRAMME SNAPSHOT



680 ANNUAL STARTS

LABOUR CATEGORIES SUPPORTED GLOBALLY



- Corporate
- Specialist Banking
- Other
- Technology

**DELIVERED
COST SAVINGS OF CIRCA
£4.5M
IN ONE YEAR FROM
DIRECT SOURCING**



ABOUT ALLEGIS GLOBAL SOLUTIONS

Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focussed solutions that make a difference for businesses worldwide.

