

INDUSTRY FOCUS
LEADING FOOD COMPANY



A COMPREHENSIVE RECRUITING SOLUTION TO IMPROVE BUSINESS OUTCOMES

A leading regional food company across the Asia-Pacific region partnered with PeopleScout to implement an RPO solution to improve all recruitment-related business outcomes.

SOLUTION HIGHLIGHTS

- FULL-CYCLE RECRUITMENT, HEAD OFFICE AND PRODUCTION SITE HIRING
- 400 SALARIED AND 600 HOURLY HIRES PER YEAR
- RECRUITMENT TECHNOLOGY INTEGRATED ACROSS BUSINESS SYSTEMS
- DRIVER RECRUITMENT

Case Study: Recruitment Process Outsourcing

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SCOPE & SCALE

The client operates in a highly competitive market where the need for evolving technical specialization can expand quickly as a result of high demands and product innovation. PeopleScout has developed an unrivalled experience and knowledge of the organization and the talent acquisition skills needed within FMCG and FMCG manufacturing companies. To meet its workforce demands, the client engaged PeopleScout to implement a full-cycle RPO program for their head office and production sites.

SITUATION

The client requires a scalable RPO solution to optimize recruitment technology, reduce agency usage, centralize recruitment processes and increase the quality of hire by standardizing the recruitment and selection process. The solution combines highly skilled recruiters, innovative technology and sophisticated recruitment processes to source market leading talent across Australia and the wider APAC region.

SOLUTION

EMBEDDED RECRUITMENT SUPPORT

The solution has been constantly evolving over time to become a fit-for-purpose recruitment model that can flex up and down to meet the growth needs of the company across both regions as determined by changes in seasons and mergers and acquisitions.

IMPROVED TECHNOLOGY

The optimization of the recruitment technology ensures all roles are approved through an online form. The end-to-end recruitment process is shifted online allowing for measurable analytics.

TAILORED RECRUITMENT FOR DRIVERS

PeopleScout designed a recruitment and assessment process for drivers with a simple one-click apply and a single onsite interview. Completed pre-employment paperwork meant that drivers only came in once to complete the selection process. Mobile drug and alcohol testing vans were made available at the end of their shifts for a period of three days – reducing administrative costs and time-to-hire. On the day of the interview, candidates also completed medical assessments, further reducing time-to-fill.

SOURCING FOR LEADERSHIP ROLES

PeopleScout was asked to recruit a number of senior leadership roles across the organization. In the past, these roles would have been filled by an executive recruitment agency. PeopleScout was able to reduce time-to-fill and create a significant cost savings.

RESULTS

INSIGHTS & EXPERTISE

The client values the transparent approach to sharing data and the regular insights underpinning process improvement provided by PeopleScout's RPO team as well as their ability to quickly source and hire candidates for hard-to-fill positions.

ACQUISITION SUPPORT

The use of structured screening and assessment combined with hiring manager training and uplift in hiring manager capability has led to an increased quality of hire.

IMPROVED PERFORMANCE

PeopleScout has improved the client's recruitment performance by merging people, process and technology to enhance the experience with the recruitment process for candidates, recruiters and hiring managers.

ALIGNMENT TO PEOPLE CAPABILITIES

The company people capabilities set the behaviors of how the company performs, grows, recruits and recognizes people. The talent acquisition team continues to work closely with key stakeholders to build success profiles and interview guides that embed these capabilities in the recruitment process, and the team coaches hiring managers on best practice interview techniques.

REDUCTION IN AGENCY SPEND

Since the start of our journey with the client we have reduced agency spend from 40% to less than 5%. This equates to a cost reduction of well in excess of half a million dollars.

