



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](http://www.armstrongcraven.com)