

Case Study: ONT General

Client Details

A UK-based life sciences company with global operations, employing over 1,100 employees across multiple disciplines including commercial, supply chain, scientists, finance, IT, HR, social media & marketing, engineering, electronics, and manufacturing.

The Brief

In October 2022, Operam was awarded the contract to provide in-sourced talent acquisition support for the client, which was set to grow exponentially over the next 18 months. Operam was to develop focused talent pools and reduce dependency on third-party suppliers where possible, as the internal directive was to lower recruitment costs. We were tasked with designing and delivering a solution to cover all permanent hires across all internal disciplines. The service included all internal applications, direct, sourced, and third-party candidates.



Solution

- Provided a team of dedicated in-sourced talent acquisition partners.
- Aligned talent acquisition partners with departmental hirers and relevant client human resource business partners.
- Hosted a high customer service focus.
- Managed all vacancies.
- Managed the complete recruitment cycle.
- Enhanced the client's ATS to ensure it was fit for purpose.
- Developed candidate attraction projects.
- Supported hiring managers by shortlisting candidates, scheduling interviews, managing the feedback processes, and handling initial verbal offers.
- Immersed Operam's team in the client's organisational culture.
- Improved candidate experience.
- Provided multiple departmental weekly client reports.
- Facilitated weekly calls with all key stakeholders.

Location: UK & EMEA

Type of Service: Permanent Recruitment Process Insourcing

Annual Spend: £1.5m

Timeframe: Oct 2022 – Present

Functions: All divisions within the client

Placements: 262 roles – ongoing

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Success Story

Operam was initially requested to provide a team of 2 talent acquisition specialists and 1 administrative support to manage the service. This expanded to 3 talent acquisition specialists, 1 account director, and required support. The service delivered significant value back to the client.

Project Details:

- Project: EMEA Growth Phase
- Location: UK - EMEA
- Type of Project: Recruitment outsourcing, RPO
- Size of the Project: Undefined
- Timeframe: Oct 2022 – ongoing
- Functions: All functions
- Placements: 262

The success: To fill all 54 vacancies for the Commercial teams:

- Filled 262 vacancies across the business:
- Screened Applicants: 6,750
- First Round Interviews: 1,440
- Second Round Interviews: 665
- Placements: 262
- Direct / Operam: 138 (52.7%)
- Internal Applicants: 61 (23.3%)
- PSL Candidates: 63 (24.0%)

Average Time to Offer: 6 weeks 3 days

Average Time to Start: 23 weeks 1 day

Cost Savings: **£1,086k**