

Case study

36 positions. 60 days. 2,900 applicants. 1 great solution.
Successful completion of a point-of-service project.

The challenge:

One of the main sources of multilateral financing for economic, social and institutional development projects in Latin America and the Caribbean had a need for 36 senior, international director-level positions. These individuals needed to be hired and on-boarded within 60 days. The organization determined that an outsourced recruitment approach through Adecco would help them meet their goals.

In addition to the deep experience needed for each position, fluency in two languages was also required. The bank did not have the resources to digest over 100 resumes per requisition. Beyond the responses to postings (internal and external), qualified individuals were interviewed using the Adler 10 Factor Assessment, which could only be completed by a recruiter who was certified for this assessment tool.

The Adecco solution.

Over 2,900 individuals from 3 continents and 4 time zones responded to the 36 requisitions. Adecco was engaged to provide an initial screen of candidates, complete the Adler 10 Factor Assessment, place the top candidates in rank order, prepare dossiers for each of the top candidates, enter all information into the bank's applicant tracking system and provide reporting and communication every two days to the bank's internal team.

Adecco used a rapid staffing/rapid deployment model as the strategy to meet the client's expectations. An expanded delivery team ensured that the deadline for completion was met and additional individuals were certified in the Adler 10 Factor Assessment process.

Adecco's dedicated team was divided into groups based upon global time zones and position priority, enabling us to deliver candidates for the high-level positions in a seamless manner. Communication plans were well defined for the candidate as well as the client's human resources representatives and hiring managers.

The benefits realized by our client.

Adecco successfully processed over 2,900 candidates in less than 3 weeks, providing the client with only those individuals that best fit the qualifications for each position in rank order. Adecco placed all candidates into the applicant tracking system with additional information on each individual.

Executive overviews, including a dossier for the most qualified individuals, were created for the international interview panel. By using the Adecco rapid staffing/rapid deployment model, the client was able to successfully schedule and execute on the plan to hire 36, high-level, international directors in less than 60 days.

For more information about Adecco's Recruitment Process Outsourcing (RPO) solution, please call 419.720.0111.

Adecco

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