

SUCCESSFUL VOLUME SOURCING PROJECT IN THE AUTOMOTIVE ENVIRONMENT

Company overview

INDUSTRY: **AUTOMOTIVE SOFTWARE
AND TECHNOLOGY**

LOCATIONS: **6 WORLDWIDE**

NO. OF EMPLOYEES: **5.000 WORLDWIDE**

Our client is a software and technology company operating in the automotive industry. As a subsidiary of one of the largest enterprises in this industry, our client bundles the software competencies of the entire group. The company builds the leading tech stack for the automotive industry and pursues the goal of creating a new automotive experience.

Our client decided to outsource the active candidate search for selected positions to an experienced and competent service provider. Our expertise was requested to fill extremely challenging IT positions with a focus on attracting highly qualified talent for various operational and management levels.

Together with the client, the following project goals were defined:

- Active Sourcing for 18 different roles
- Development of a specific sourcing strategy for the target groups
- Management of the recruitment process for the transferred positions (from requirements analysis and pre-selection to sourcing and support during the selection process)
- Increasing the quality of applicants (including relevant application documents)
- Scalability and flexibility of the volume sourcing team in case of changing requirements

The challenge

- Very challenging and tight candidate market in the area of software and engineering within the automotive environment
- Partly very different and uncoordinated internal recruiting processes
- High time pressure to fill open vacancies

The outcome

- ✓ Provision of a dedicated Hays client team including a Delivery Manager and Volume Sourcing Specialists
- ✓ Takeover of the entire Active Sourcing process for the selected target group as well as supporting the HR team by taking over jointly defined, work intensive tasks within the recruiting process
- ✓ Development and execution of a comprehensive social media sourcing strategy
- ✓ Conducting of market mappings to make any necessary adjustments to the sourcing channels used and to better understand regional circumstances
- ✓ Conducting of process analyses - this resulted in the establishment of a consistent recruiting process that was coordinated with all relevant departments

The solution

- Close exchange with the Hiring Managers and HR before and during the project
- Increasing understanding on the part of Hays for the requirements of the Hiring Managers
- Realistic reflection of the candidate market
- Use of the Hays internal candidate pool to ensure a fast ramp-up phase

FAST FACTS

36 vacancies successfully filled during the first project phase

The number of candidates presented for a successful hire was **reduced by up to 60%** during the project period

The project was **extended** for the fourth time and is now running continuously without end date



The collaboration between us and Hays is characterised by mutual trust and a high degree of flexibility. Hays was able to structure the project using Scrum-based management. Particularly noteworthy is the prioritisation during the Sprint and the open, trustworthy communication. The reporting was very transparent and enabled a perfect cooperation at all times. Hays has proven to be a very reliable partner and we are very much looking forward to continuing our successful journey.“

- Head of Tech Recruiting