

Client Challenge

Following the acquisition of a large competitor, A product development company needed to reorganize its HR function from a shared services model to a decentralized HR function, including decentralizing recruiting.

The most difficult area to transition was R&D, where older processes were non-responsive to the business needs, and no expertise existed.

Adding to the transitional difficulty was a long period of uncertain hiring demand; as the companies melded their workforces, hiring demand became unclear and unpredictable. Our Consultants were engaged to help the firm reinvent its recruiting strategy, processes and methods to become more agile, more targeted and more efficient.

Our Solution

TPG assigned a team of 5-8 recruiters (depending upon demand levels) with R&D recruiting experience to handle the day-to-day global recruiting needs of the division. We instituted a direct recruiting team that provided talent market mapping and targeted cold sourcing services.

We also advised the VP of R&D Recruitment on talent planning, recruitment best practices and measuring results against industry benchmarks. We also provided ongoing process improvement, recruitment strategy, talent optimization and consulting services.

Business Impacts

This relationship grew into a 5-year partnership that enabled the client to save over \$1 million in recruiting costs, make over 500 global hires a year and provide an enhanced level of recruiting and talent market services to the business leaders.