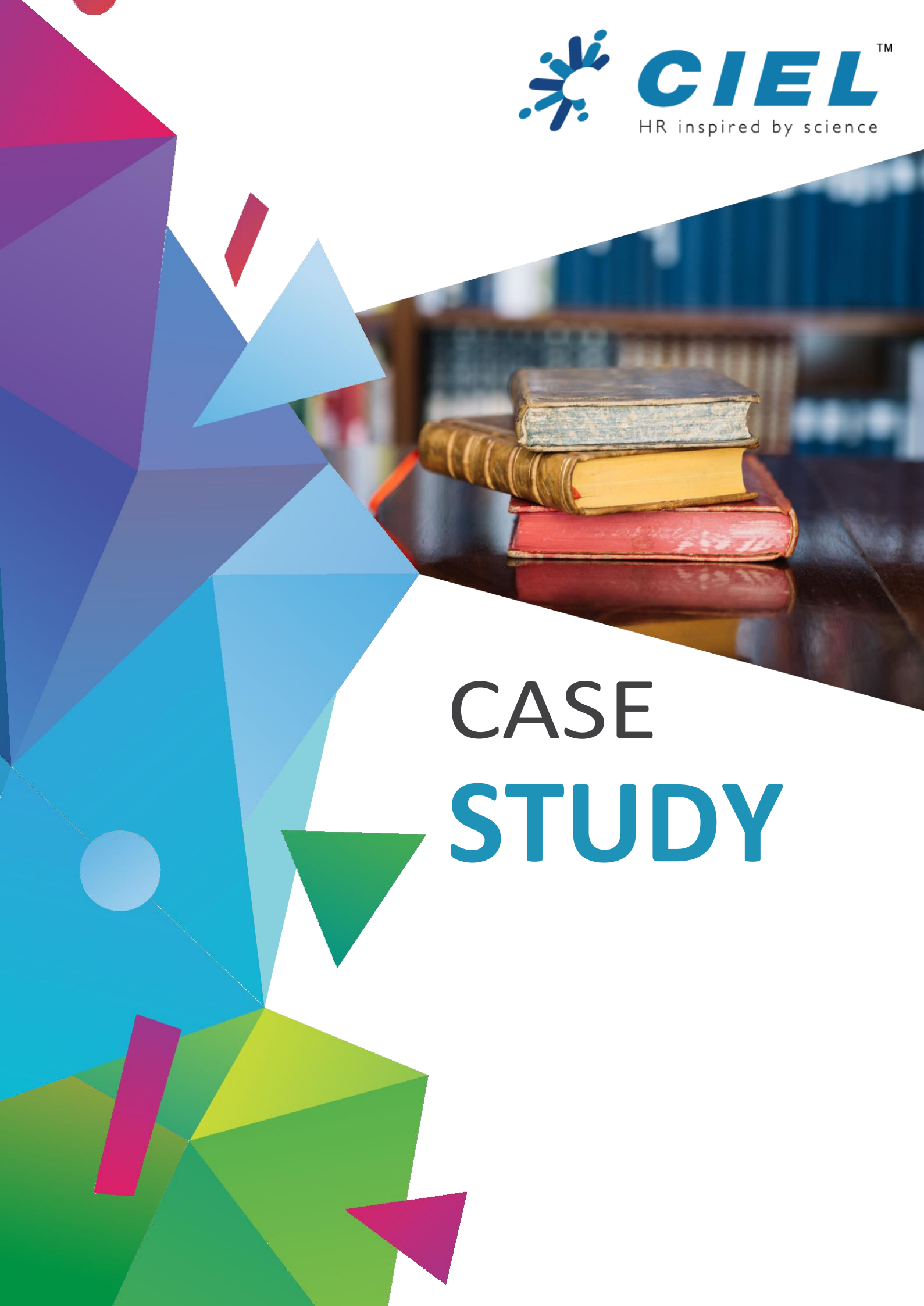




CIELTM

HR inspired by science



CASE STUDY

BACKGROUND

A chain of school which offers world-class educational services for the development of students in curricular and co-curricular areas based out of Western India. Their expansion fueled the need to hire 120+ resources across various sub-divisions.



CHALLENGE

The multiple divisions of the organisation has their own unique hiring philosophies led by different heads / CXOs.

The challenge for CIEL was to adopt the rigour and match the speed: they had a very short window of time to complete the entire hiring process.



SOLUTION

CIEL designed an RPO (Recruitment Process Outsourcing) engine that had 2 members on-site. CIEL as a first step, defined the roles to be hired and the competencies to be evaluated.

CIEL formed a team to focus on the project and appointed one of its senior members to lead the project. The Account Manager developed the sourcing plan, employer value proposition and the project plan in consultation with senior colleagues of CIEL and the Client organization.

CIEL worked with the applicants as well as the interviewers at the client place to ensure that the candidates experienced quick turnaround and professionalism all through the selection process.



BUSINESS BENEFITS

CIEL's expertise in hiring the right candidates and providing services in a timely manner helped the client meet their schedule. The dedicated team of CIEL hired across all levels right from fresher to senior level roles.

CIEL reduced the time to hire and quality of hire by bringing to the table a bunch of well-qualified candidates. CIEL's context matching algorithm coupled with the experience of its recruiters prevented unsuitable applicants to creep into the interview queue, thereby improving effort utilization of the line managers. Thus, reducing overall costs by over 48%.





ILLUSTRATIVE LIST OF ROLES FILLED:

- **Editors**
 - **Proof-readers**
 - **Content Developers**
 - **Analytics**
 - **System Reviewer**
 - **R&D**
 - **Translators**
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