RPO

CASE STUDY

Background

A Leading Chain of Schools which offers world-class educational services for the development of students in curricular and co-curricular areas based out of Western India. Their expansion fuelled the need to hire 130+ resources across various sub-divisions

Challenge

The multiple divisions of the organisation have 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. Moreover, the hiring also covered a variety of open positions ranging from an Entry Level to CXO level roles

Solution

CIEL designed an RPO (Recruitment Process Outsourcing) engine that had 3 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 internal hiring deadlines set.CIEL reduced the time to hire and improved the quality of hire by bringing to the table a bunch of well-qualified candidates from various industries. CIEL's context matching algorithm coupled with the experience of its recruiters prevented unsuitable applicants from creeping into the interview queue, thereby improving effort utilization of the line managers. The project also helped the client in reducing the overall hiring costs by over 48%.

Illustrative List of Full-Time Roles filled

- VP Human Resource
- VP Administration
- Communication Lead
- General Manager Infrastructure
- Manager F&A
- General Manager Contracts
- Site Engineers
- Sr. Architect

- Executive Assistant
- General Manager Finance
- Deputy CFO
- Project Engineers
- Manager Content
- Manager SME (English)
- General Manager BD

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