RISHABH BPO

Managed Recruitment Services

Key Features

Solution:

Recruitment Process Outsourcing (RPO) services

Benefits:

1. Reduced managing in-house team or recruiters
2. No payroll, benefits expenses
3. No office accommodation expense
4. Flexibility in team size, no long-term contracts

The Client

The client is a US-based consulting company specializing in IT and scientific resources. Since 1984, they have been providing consultants and professional services to a wide range of industries: IT, Telecommunications, Financial Services, Pharmaceutical, Clinical Research, Electronics etc.

The Business Need

The client required full-time recruiting teams to meet the increased hiring demands.

Rishabh's Solution

Based on client's immediate need for recruiting assistance, Rishabh Software proposed an on-demand solution, which would act as an external recruiting arm, for a pilot period of two months. On successful completion of pilot testing, the client opted to employ an end-to-end recruitment process outsourcing (RPO) solution.

The client works predominantly for IT requirements of telecom companies with 200+ recruiters on board. The client's China office was failing in providing quality services to match up to their service portfolio. This is when Rishabh Software came in the scene by providing trial recruitment-on-demand services.
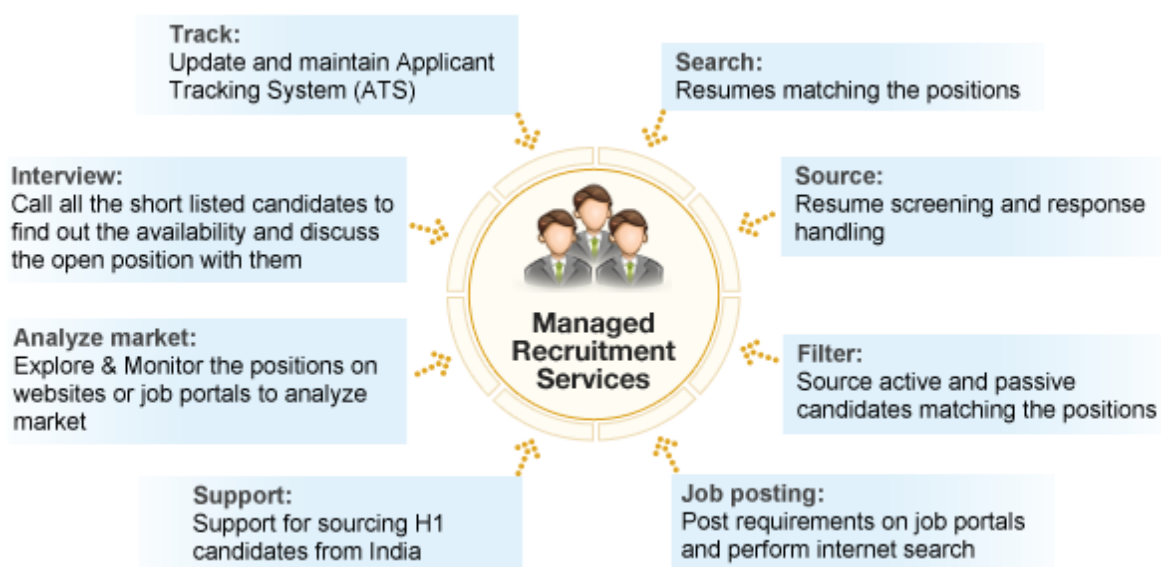
Recruitment-on-demand solutions provide immediate, effective recruiting support, including multi-channel sourcing, multi-level screening, selection and closing of open positions. All aspects of the solution are predicated on client's business requirements and operating

model, and fully leverage best practices and industry knowledge of both Rishabh Software and the client.

Rishabh Software provided client with 12 potential candidates per week. Over a seven month period, Rishabh Software's recruiters sourced 4,050 candidates, screened to 2,759 and submitted 1,325 to hiring managers for interviews. Looking at our successful service execution the client provided us complete access to end-customer's job portal to directly download job requirements & submit resumes accordingly.

The process flow that was followed for the RPO service:

➤ Search: resumes matching the positions

➤ Filter: Resume screening and response handling

➤ Source: Source Active and Passive candidates matching the positions

➤ Job posting: Post requirements on job portals and perform internet search

➤ Track: Update and maintain Applicant Tracking System (ATS)

➤ Interview: Call all the short listed candidates to find out the availability and discuss the open position with them

➤ Tech Check: Most of our recruiters have formal training in variety of technical skills they are more than capable of taking preliminary technical interview

➤ Exploring & monitoring the positions on websites or jobs locators to help analyze market trends

➤ Support for sourcing H1 candidates from India

Benefits to the Client

The client saved on resources that would have been required for hiring and managing additional in-house recruiters. A few of the benefits the client enjoyed were:

➤ Major saving of several thousand dollars

➤ No Payroll Expense

➤ No need to pay benefits like paid vacation, medical insurance, etc.,

➤ No need of Office accommodation

➤ No long-term contracts

➤ Single source accountability

➤ Quality Hiring

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More information about Rishabh Software, please visit:
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About Rishabh BPO

Rishabh BPO, provides multiple service offerings that help our clients better manage their business needs through services supporting their Human Resources, Accounts & Finance and Marketing & Sales business units. Our parent company Rishabh Software is a CMMi level-3, ISO9001 and ISO27001 Company that provides services in Software Development, Business Process Outsourcing (BPO) and Engineering Services Outsourcing (ESO) to clients globally. Rishabh has offices in USA, UK and India with their main delivery center in Vadodara, India.