

## HUDSON RPO

# How a Project RPO model achieved the exceptional for our Life Sciences client



### THE CHALLENGE

Our client, a leading company in enzyme engineering and therapeutics, encountered several recruitment hurdles:

- Needed significant expansion of their Research and Development (R&D) team but faced challenges attracting talent due to limited brand awareness.
- Lacked internal recruitment resources and processes to support efficient hiring.
- Faced operational inefficiencies with their existing ATS, hindering effective recruitment efforts.

### OUR SOLUTION

To address these challenges, Hudson RPO implemented a tailored Project RPO solution, including:



Rapid deployment of a dedicated recruitment resource, which was scaled up to a team of three (2 Recruiters and 1 Recruitment Coordinator) to meet the company's expanding needs.



Implemented a standardized recruitment process to streamline and expedite hiring processes.



Enhanced ATS functionality to improve reporting accuracy and operational efficiency.



Developed an Employee Value Proposition (EVP) and branding strategy to strengthen external communication and attract top talent.

## THE RESULTS

Our collaboration resulted in impactful outcomes aligned with the client's objectives:

- Achieved **100% growth rate** in 2 years (129 hires), facilitating rapid expansion and fostering innovation in R&D, enhancing the company's competitive edge.
- **Increased offer acceptance rate** from 42% to over 70%, ensuring high-quality talent for critical projects quickly.
- **Attained 4.6 out of 5 (92%)** overall satisfaction rating from hiring managers, underscoring an efficient hiring process that improved hiring outcomes.
- **Realized 70% cost savings**, optimizing financial efficiency, and demonstrated the economic benefits of our solutions.
- **Successfully recruited niche, complex roles** including Pharmaceutical Scientists, Bioinformaticians, Research Associates, highlighting our expertise in sourcing specialized talent, critical for advancing our client's R&D capabilities and growth objectives.



If you're keen on discovering more about our tailored recruitment solutions and how they can benefit your business, don't hesitate to contact a Talent Expert today.