



Specialty Chemicals

Manufacturing

6,000+ Employees

64 countries

Flavors/Fragrances

Founded 1895

BACKGROUND

Founded in Geneva, Switzerland the company is the world's largest, privately-held international producer of perfumery and flavor chemicals. The company holds over 1900 patents across 45 locations, 26 manufacturing sites and 3 research and development centers across the globe.

WORKFORCE CHALLENGES

The company was seeking a single partner to improve the entire recruitment process for both direct hires and contingent workers for their North America locations. Their goal was to obtain a flexible solution that would implement industry best practices to improve the quality of hires, reduce time-to-fill, manage compliance issues and reduce overall recruitment costs.

SOLUTION

AgileOne dedicated onsite resources and a recruiting team to act as a single point of contact for acquiring direct hires, contingent workers and contractors for the company. To meet their complex workforce needs AgileOne custom combined technologies and programs to give the company the streamlined processes and results they desired.

AllSourceRPO, a Recruitment Process Outsourcing (RPO) program was used to streamline the entire direct hire process. To support contingent labor the company implemented AllSourceMSP, a Managed Services Program (MSP) in concert with AccelerationVMS, a Vendor Management System (VMS). Proper classification of independent contractors (IC) was put in place by implementing AccelerationICC. To support the hiring of known talent or contractors, AllSourcePPS streamlined payroll services and helped to mitigate employment risk.

CASE STUDY

RESULTS

As a result of this comprehensive package of solutions, the company was able to significantly reduce costs related to 3rd party staffing and search firms. By improving the metrics for fixed recruiting (i.e., time-to-fill, quality of hire, candidate experience) the company was able to maximize supplier relationships. The creation of a recruitment tool-kit (i.e., sourcing strategies, intake forms, interview guides) provided staff with the tools they needed to perform more efficiently. The elimination of duplicate work and the reduction of administrative overhead allowed the internal company team to focus on more strategic HR activities.

In addition to streamlined processes, the company benefited from standardized protocols that dramatically improved compliance and reduced risk related to the acquisition of their contingent workers. These protocols included the documentation and reporting required by law. By implementing these solutions, the company gained real-time visibility into their end-to-end labor procurement process with custom reports and detailed analytics. This critical business information gave company leaders the tools they needed to make strategic labor management decisions.

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

