

Staffing: Life Science IT RPO

Scope of Work:

Partner with Ortho HR and CIO to lead, manage and direct the full scope of talent acquisition for 186 information technology department hires within nine months. Requisitions released in blocks of positions consistent with core IT, ERP implementation and digital transformation project plan for greenfield enterprise solution delivery.

Results and Outcomes:

- 186 Analyst, Manager, Sr. Manager, Director and VP/C-level positions assigned and filled within 8 months (ahead of schedule).
- Process efficiency goal achieved with Interview-to-Placement ratio of 2:1.
- Local and out-of-state candidates sourced and on-boarded within three weeks.

Innovation and Best Practices:

- iCIMS and Bullhorn ATS, as well as Tableau, leveraged for all workflow and project status reporting.
- Virtual interview screenings and detailed summary of candidate rating submitted to hiring manager for evaluation.
- Documentation of process distributed to all team members to ensure consistent communication candidate experience.

Client:

Ortho Clinical Diagnostics

Period of Performance:

Feb. 2016 - Nov. 2016

Project:

Retained RPO

Proof Positive:

2:1

Interview-to-Placement Efficiency