

CASE STUDY

Title of case study goes here



A Long Standing Partnership

iPSL, a key player in the financial services industry, partnered with Gi Group to enhance their recruitment processes. Since 2004, Gi Group has provided both contract and permanent corporate professionals, particularly in IT roles. This case study explores the challenges, strategies, solutions, and results of this collaboration, focusing on how Gi Group addressed the specific needs of iPSL to deliver outstanding recruitment services.

Role Profiles Fulfilled

As a long standing RPO partner Gi Group have onsite teams responsible for managing a provision of over 300 staff hired on either a temporary or contract basis.

Skill requirements for those staff typically include:

- Business Analysts
- IT Supplier Relationship Specialists
- Deployment Analysts
- Supplier Managers
- Implementation Managers
- Technical Project Managers
- Test Analysts
- Delivery Leads
- Risk & Assurance Managers

Challenges

1

Maintaining Quality & Consistency

- iPSL's stringent Service Level Agreement (SLA) required suitable IT Contractor CVs within three days.
- Competition with other agencies on a highly competitive Preferred Supplier List (PSL).

2

Integrating with Existing Systems & Processes

- The need for a rapid response to fluctuating project demands and skill requirements.

3

Managing & Monitoring Performance

- Ensuring a continuous supply of high-quality candidates while minimizing the time hiring managers spent on reviewing and interviewing.

Strategy

To tackle these challenges, Gi Group implemented several key strategies:

- Developed a deep understanding of iPSL's project and skill requirements, maintaining strong candidate relationships.
- Maintained a bench of suitably skilled candidates and used platforms like LinkedIn, SocialTalent, and major job boards to identify both active and passive candidates.
- Leveraged a referral scheme to tap into a wider talent pool, specifically targeting candidates living near iPSL's locations.

Solution

Gi Group's proactive and consultative approach led to several practical solutions:

- Onsite teams managed the provision of 188 temporary staff across six sites and 145-day rate contractors, overseen by a National Relationship Manager.
- Streamlined recruitment processes, resulting in a faster turnaround of quality candidates and reduced time spent by iPSL's hiring managers on unnecessary interviews.
- Provided iPSL with valuable insights on business continuity, agency vs. permanent pay, benchmarking, and cost implications, helping them set competitive salaries and day rates.

The Results

The collaborative efforts between Gi Group and iPSL yielded impressive results:

- Enhanced quality and consistency in hiring, meeting the three-day SLA for IT Contractor CVs.
- Seamless integration with iPSL's recruitment processes, allowing for quick adaptation to changing project needs.
- Effective management and monitoring of performance, with a significant reduction in time and resources spent on the recruitment process.
- Recognition of Gi Group's excellence in service delivery, leading to their designation as the preferred supplier for all permanent recruitment at iPSL since July 2016.

Conclusion

Gi Group's comprehensive approach not only met iPSL's immediate recruitment needs but also positioned them as a strategic partner in long-term talent acquisition and management. This partnership exemplifies how addressing the core challenges of RPO solutions can lead to sustained productivity and efficiency gains for both the client and the service provider.



MSP Recruitment

Gi Group Holding's Managed Services Programme (MSP) offers streamlined recruitment, cost savings, and access to top talent. By deploying a dedicated Programme Team within your organisation or utilising a Master Vendor solution, Gi Group ensures efficient contingent workforce delivery. Our comprehensive reporting and analytics capabilities provide insights for data-driven decision-making and compliance adherence. With Gi Group's MSP solutions, you can focus on core business operations while also enhancing your contingent workforce management.



Long term value

These solutions ensure scalability, flexibility, and agility in workforce management, allowing clients to adapt to changing business needs. Additionally, MSP and RPO solutions offer expertise in compliance, diversity, and inclusion, enhancing employer brand and reducing risks associated with non-compliance. By outsourcing recruitment functions, clients can free up internal resources, optimise operations, and focus on core business strategies, ultimately leading to sustained success and growth.



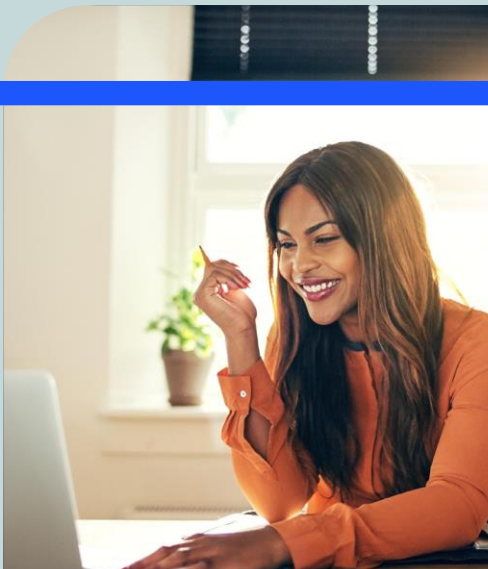
RPO Recruitment

Gi Group Holding's RPO offers comprehensive solutions to streamline recruitment, reduce costs, and enhance efficiency. Whether you need to access diverse talent pools, improve reporting functions, or scale hiring activities, their tailored options like End-to-End, Project, or Partial/Selective RPO provide flexibility aligned with your goals. Additionally, Gi Group's expertise ensures compliance, fosters diversity and inclusion, and enhances your employer brand.



Expert insights

MSP and RPO solutions offer a transformative approach to talent acquisition, providing clients with a strategic advantage in complex hiring landscapes. By optimizing processes, fostering innovation, and leveraging data analytics, these solutions enable organizations to adapt swiftly to market dynamics and make informed decisions, ultimately fostering a culture of continuous improvement for sustained growth and success.



Recruit right, *plan*
smart.

Future-proof your team with Gi Group Holding's hiring and HR expertise.

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