



CASE STUDIES

Page Outsourcing

Tailored solutions for high-volume hiring



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APAC CASE STUDIES /





SUCCESS STORIES

SET UP SHARED SERVICES CENTRE WITH ON-SITE SUPPORT



Sector/Industry:
Chemical

Headquarters:
Essen, Germany

Project location:
Kuala Lumpur, Malaysia

Timeframe:
18 months

THE PROJECT PARTNER

A world leader in specialty chemicals, our client has more than 36,000 employees and is active in over 100 countries around the world. Having achieved a positive outcome from an initial contingent recruitment project, we were re-engaged exclusively to help the client set up a shared services centre (SSC) to provide accounting support for APAC.

THE MISSION

- Hire 120 employees over the 18-month project duration
- Support the client as an internal HR, recruiting exclusively across disciplines, and involvement in the full recruitment cycle
- Bring in core accounting functions from the European markets
- Fulfil additional headcount requirements from the existing market
- Facilitate project migration resulting from business acquisitions

In the initial three months:

112 CVs sent



93 interviews arranged



29 placements made



TAILORED SOLUTION

- Created an internal account team with an account director, 2 consultants, and a support team of consultants
- 2 dedicated consultants on-site managing the end-to-end recruitment process, from job inception to sourcing to hiring and on-boarding

THE OUTCOME

- 26 placements were made
- The project is ongoing, with positive feedback received from the client



SUCCESS STORIES

INCREASING OUTPUT WITH A NEW DISTRIBUTION CENTRE



Sector/Industry:
Industrial Chemical

Headquarters:
USA

Project location:
Bangkok

Timeframe:
12 months

THE PROJECT PARTNER

An industrial chemical company that specialises in water analysis and chemical products, our client has been in operation for over 60 years, finding solutions to manage and analyse water more efficiently. We were tasked with establishing and staffing their new distribution centre based in Bangkok.

THE MISSION

- Hire 25 candidates across two different primary functions: supply chain operations and finance.
- Phase 1: Recruit managerial team
- Phase 2: Hire all support staff and junior associates

7 placements made (ongoing project)



TAILORED SOLUTION

- Providing a dedicated account manager and sourcing team
- Weekly check-ins: conference call with HRD and hiring managers across USA, Singapore, China and Germany
- Weekly activity tracker and project updates

THE OUTCOME

- Phase 1 completed within 5 months, with all managerial staff placed
- 7 candidates hired, with 3 more pending
- Phase 2 has commenced with sourcing, screening and shortlisting underway



SUCCESS STORIES

CAPTURING NEW MARKETS WITH ENGINEERING TEAM GROWTH

Sector/Industry:

Chemical / Manufacturing

Headquarters:

Singapore

Project location:

Across APAC

Timeframe:

3-6 months

THE PROJECT PARTNER

Our client is a multinational engineering company that is in the chemical/ manufacturing sector. They are looking to grow their global footprint by expanding their engineering consulting team in China, Thailand, Singapore and Australia.

THE MISSION

- Grow engineering consulting team across APAC
- Place qualified technical engineers with relevant soft skills
- Identify candidates who are able to travel regularly and are multilingual

235 CVs sent



146 interviews arranged



21 placements made



TAILORED SOLUTION

- Created an internal account team including an account director, manager, senior consultant and 5 specialist consultants
- The project team provided weekly reporting including regular calls with the Talent Acquisition team in Singapore and China.
- Partnered with account teams in the 4 countries to source locally, while supporting the client regionally

THE OUTCOME

- Doubled the level of placements made with the client over a 12 month period
- Increased engagement with the internal team



SUCCESS STORIES

BUILDING A SOFTWARE DEVELOPMENT CENTRE



Sector/Industry:
Financial Services

Headquarters:
London, UK

Project location:
Guangzhou

Timeframe:
12 months

THE PROJECT PARTNER

A global investment bank based in London, our client is one of the world's largest banking and financial services organizations. Their network covers 67 countries and territories in Europe, Asia, the Middle East and Africa, North America and Latin America with around 3,900 offices worldwide. Having recently established a software development centre in Guangzhou, China, the hiring project was to support their global banking needs and market business growth.

THE MISSION

- Assist in the transfer of the Global Banking and Markets IT functions from UK to China and India
- Hire over 700 new employees
- Partnered with client in the initial stage of the project which focused on hiring for a prioritized list of over 80 jobs, ranging from junior software engineers through to senior architect/project managers

568 CVs sent



360 interviews arranged



130 placements made



TAILORED SOLUTION

- Created an internal account team including an account director, manager, senior consultant and 3 specialist consultants
- The project team provided weekly reporting and regular check-in calls with HR in UK, Hong Kong and China
- Dedicated two half days onsite for meetings with line managers every week

THE OUTCOME

- The targets were met within the timeframe outlined by the client
- Partnered with the client after the project to assist in their hiring needs



SUCCESS STORIES

ENABLING HIGH-VOLUME RECRUITMENT



Sector/Industry:
Financial Services

Headquarters:
UK

Project location:
Singapore

Timeframe:
2 months

THE PROJECT PARTNER

Our client is a leading international banking group with more than 150-years of history in some of the world's most dynamic markets. They are currently present in more than 60 markets and have over 1,000 branches. We were tasked with recruiting at least 25 relationship managers in Singapore within an 8 week timeframe.

THE MISSION

- To recruit at least 25 relationship managers in Singapore
- Provide progress reports, which include candidate information at each stage of the hiring process
- Ensure an on-time completion of the project within 8 weeks

108 CVs sent



57 interviews arranged



28 placements made



TAILORED SOLUTION

- A dedicated team, including a consultant, researcher and account director, was promptly formed to partner with the client.
- Designed a customized candidate-sourcing process, where potential employees were assessed using a matrix system.

THE OUTCOME

- Exceeded the client's expectations by hiring 28 relationship managers
- Continued to hire new relationship managers for the bank after the project's completion.



SUCCESS STORIES

SUPPORTING BUSINESS EXPANSION WITH SENIOR LEVEL RECRUITMENT



Sector/Industry:	Headquarters:	Project location:	Timeframe:
Food and Beverage	UK	Indonesia	6 months

THE PROJECT PARTNER

Our client is a global leader in beverage alcohol with a collection of over 200 brands across spirits and beer that are distributed in 180 countries around the world. To support their expansion plans in Bali, they were looking to recruit a senior management team as well as other team members.

THE MISSION

- Provide a rigorous overview of key market dynamics and position the client as a global multinational company
- Leverage on our market mapping capabilities and expertise to obtain key information about competitors and the market
- Use insights to overcome the challenges of being an alcoholic beverage company in a Muslim country

65 CVs sent



24 interviews arranged



Ongoing placements



TAILORED SOLUTION

- Assigned a dedicated account director
- Conducted market surveys and ran 3 separate advertising campaigns to gauge the factors that would attract quality candidates to move to Bali for work
- Sourced for R&D, finance and supply chain professionals through rigorous database mining, targeted searches, online advertising, extensive networks and referrals

THE OUTCOME

- Completed the market surveys and online advertising campaigns with valuable insights
- Recruitment for the other roles is still underway



SUCCESS STORIES

ESTABLISHING PRESENCE IN A NEW MARKET



Sector/Industry:

Food and Beverage

Headquarters:

UK

Project location:

Australia

Timeframe:

3 months

THE PROJECT PARTNER

An international beverage company in the wine and spirits industry, our client is headquartered in UK and has over 100 years of heritage. The company is the third largest producer of Scotch whisky, and was looking to set up operations in Australia, and we came onboard as a partner to support their recruitment needs.

THE MISSION

- Place candidates in 14 roles across 5 different functions
- Write job descriptions, candidate profiles and benchmarking salary packages for all positions
- Develop a project timeline which focused on three recruitment cycles
- Coordinated all interviews and flights for candidates who were travelling in and out of Sydney

86 CVs sent



36 interviews arranged



14 placements made



TAILORED SOLUTION

- A dedicated account management team, which included 10 recruiters and an account director was put in charge of the project

THE OUTCOME

- All 14 positions were successfully filled within the given timeframe of three months, with every candidate commencing their role five months into the start of local operations.
- Placements were made across Australia for their offices in New South Wales (head office), Victoria, Queensland, South Australia and Western Australia.



SUCCESS STORIES

LAUNCHING A FINANCE HUB



Sector/Industry:
Industrial Services

Headquarters:
Connecticut, USA

Project location:
Kuala Lumpur

Timeframe:
5 months

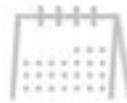
THE PROJECT PARTNER

Our client is a Fortune 500 American manufacturer that specializes in industrial tools, hardware tools and security products. To assist them with the launch of their finance hub in Kuala Lumpur, Malaysia, we partnered with them to roll-out an extensive recruitment campaign and recruit for specific finance roles.

THE MISSION

- Recruit for 12 specific finance roles
- Fill the Shared Service Centre Director position
- Design and roll-out an extensive recruitment campaign targeting high-calibre candidates from a range of countries

87 CVs sent



26 interviews arranged



10 placements made



TAILORED SOLUTION

- Built a dedicated mini-site to drive client brand awareness and advertise roles
- Ran online ads across LinkedIn and various job boards
- Screened 100 candidates across 23 different nationalities in a span of 6 weeks
- Organised online psychometric tests and set up meetings between candidates and hiring managers

THE OUTCOME

- Many high-quality candidates were shortlisted: 50% of the candidates who were screened were subsequently offered a role
- The project was completed within the expected timeframe and many roles were filled ahead of schedule



SUCCESS STORIES

EXPANSION OF SALES TEAM WITH ON-SITE SUPPORT



Sector/Industry:
Medical Devices

Headquarters:
Australia

Project location:
India

Timeframe:
7 months

THE PROJECT PARTNER

Our client is the global leader in implantable hearing solutions. They have a global workforce of more than 3,000 people and their products are designed to treat hearing loss, impacting over 450,000 people across more than 100 countries. As a relatively new brand in India, our client was looking to expand aggressively in the market and grow their sales team in 6-7 months.

THE MISSION

- Grow the sales team in 6-7 months
- Hire 20-30 mid-level sales managers across India
- Sales managers had to fit a specific criteria and possess 8-10 years of experience for individual contributor roles

In the initial three months:

195 CVs sent



126 interviews arranged



11 placements made



TAILORED SOLUTION

- On-site consultant to understand the company and position the brand to candidates.
- Worked with the client to chart out the hiring plan
- Created a holistic hiring approach that included:
 - i. Mapping of talent available in each geography
 - ii. Arranging exploratory interviews directly with client HR for better conversions of high potential but passive candidates
 - iii. Working end to end from initial screenings to offer management

THE OUTCOME

- The client was impressed by our deep rooted understanding of the medical devices market
- Successfully closed 11 sales manager positions in 3 months
- Embarked on a second project to hire another batch of 10-15 sales managers



SUCCESS STORIES

PROVIDING TALENT AND MARKET INSIGHTS



Sector/Industry:
Oil & Gas

Headquarters:
UK

Project location:
Singapore

Timeframe:
2 weeks

THE PROJECT PARTNER

Our client is a multinational oil and gas company headquartered in London, UK. With over 70,000 employees across 70 locations globally, they are one of the world's seven oil and gas "supermajors". They are a vertically integrated company operating in all areas of the oil and gas industry, including exploration and production, refining, distribution and marketing, petrochemicals, power generation and trading.

THE MISSION

- Undertake a market research and talent mapping project
- Analyse the audit landscape and determine if Malaysia is a suitable location to relocate their auditors.
- Understand the availability and salary benchmarks of professionals with skills in auditing, compliance, and risk
- Provide guidance on whether the business should relocate their auditors to a shared services centre in Malaysia

TAILORED SOLUTION

- A dedicated consultant assigned to understand the client's business needs
- Compare against benchmarked companies like the Big 4, mid-tier consultancy firms and SSCs in Malaysia as well as pharmaceutical companies

THE OUTCOME

- Compiled an insightful report showcasing talent pool availability in Malaysia to justify local hiring rather than relocating the existing pool of auditors to Malaysia
- Report allowed the client to make a relocation decision



SUCCESS STORIES

SUPPORTING A NEWLY ESTABLISHED FINANCE HUB



Sector/Industry:
Oil & Gas

Headquarters:
UK

Project location:
Malaysia

Timeframe:
3 months

THE PROJECT PARTNER

The client is an international oil and gas services company. Following a market research and talent mapping project that we conducted, we extended our partnership with the client to roll-out a large-scale campaign to source high-quality candidates from multiple geographic regions for their newly established finance hub in Kuala Lumpur, Malaysia.

THE MISSION

- Design an in-depth candidate sourcing strategy to place high-quality candidates
- Hire high quality candidates across different nationalities
- Screen candidates to ensure that they meet the expectations of the client

103 CVs sent



41 interviews arranged



15 placements made



TAILORED SOLUTION

- Created a campaign mini-site
- Ran advertisements on all relevant Michael Page websites in the targeted countries
- Ran targeted campaign on LinkedIn
- Sourced potential candidates from the PageGroup's global database
- Conducted several online psychometric tests

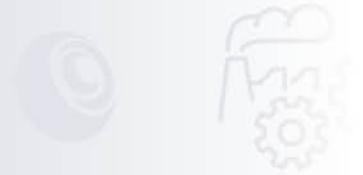
THE OUTCOME

- Sourced candidates were thoroughly screened and Michael Page long-listed more than 100 potential employees, across 23 different nationalities, in just 6 weeks
- A total of 15 candidates were successfully hired
- Further appointed to execute two additional large-scale and international sourcing campaigns



SUCCESS STORIES

ESTABLISHING AN APAC REGIONAL HQ



Sector/Industry:
Retail

Headquarters:
Denmark

Project location:
Singapore

Timeframe:
15 months

THE PROJECT PARTNER

A global consumer products brand based in Billund, Denmark. Our client has over 86 years of history and is one of the world's leading manufacturers of play materials, with main offices in USA, UK and China. They were looking to set up their Asia Pacific regional office in Singapore.

THE MISSION

- Provide a cost-effective, one-stop solution that would provide quick and targeted access to high quality candidate profiles
- Hire over 50 to mid to senior-level professionals across a range of different functions
- High quality candidates with the right fit, achieving alignment with client's HR business partner and the position's hiring manager

256 CVs sent



115 interviews arranged



53 placements made



TAILORED SOLUTION

- Developed solutions that included a minisite, a Google AdWords campaign and social media campaigns
- Targeted advertising across a large number of local and regional job boards
- Organized dedicated recruitment days at our office
- A team of specialist consultants, including a dedicated project manager, who could best support and manage recruitment activity across all functions

THE OUTCOME

- Successfully filled 53 vacancies in Singapore in 15 months
- To date, we have placed over 100 candidates with our client in multiple locations



SUCCESS STORIES

SUPPORTING GLOBAL EXPANSION



Sector/Industry:
Technology

Headquarters:
China

Project location:
Global

Timeframe:
6 months

THE PROJECT PARTNER

A Chinese e-commerce company that was launching their Cloud business outside of China. Our client was establishing their brand in new and highly competitive markets, and needed to hire cloud architects, marketing managers and business development experts to support their global expansion.

THE MISSION

- A non-exclusive project: no salary details were provided and we were required to shortlist candidates based on their years of experience
- Design a hiring plan that involved identifying regions with limited candidate pools, compiling the company's USPs and mutually agreeing on the most effective way to attract the right talent
- Direct and position the client to potential candidates in each country

212 CVs sent



103 interviews arranged



Ongoing placements



TAILORED SOLUTION

- Created a tracking system to use alongside with client's ATS and uploaded all resumes from each country we were recruiting in
- Employed a direct hiring approach that included providing the client with candidate's details via the ATS in Singapore so the interview process and project updates could be regularly conveyed

THE OUTCOME

- Placed a number of key positions into new markets
- Subsequently secured new roles beyond the brief



SUCCESS STORIES

SUPPORTING BUSINESS EXPANSION IN TAIWAN



Sector/Industry:
Technology

Headquarters:
USA

Project location:
Taiwan

Timeframe:
6 months

THE PROJECT PARTNER

A North American Recruitment Process Outsourcing (RPO) firm approached PageGroup to support its hiring needs following its partnership with a multinational blue-chip technology company. PageGroup was selected as the preferred partner due to its global brand, unrivalled service delivery, as well as on-the-ground local market knowledge and network.

THE MISSION

- Support the recruitment needs for the launch and expansion of several new business units in Taiwan
- Source for quality candidates
- Manage all stages of the recruitment process

41 CVs sent



18 interviews arranged



6 placements made



TAILORED SOLUTION

- A dedicated team, with an account director and designated consultants were assigned to the project
- A project spanning all stages of the recruitment process- from brief to offer and post-placement follow-up
- Extensive sourcing for candidates through online advertising and the creation of a mini-site; online testing; and conducting competency-based interviews and presentations

THE OUTCOME

- All 6 positions were filled within the plan and schedule
- All candidates are still employed by the partnership to date
- PageGroup continues to support the entity with its hiring needs



GLOBAL CASE STUDIES /





SUCCESS STORIES

REACHING A BUSINESS TRANSFORMATION

Sector/Industry:
Agriculture

Headquarters:
USA

Employees worldwide:
+ 25,500

Project location:
Netherlands

Timeframe:
January 2016 -
Ongoing

THE PROJECT PARTNER

A global agricultural company that develops products and tools to help farmers around the world grow crops while using energy, water, and land more efficiently.

55 placements to date



Employer branding leveraged
successfully



Placements retained to fill
future marketing positions



The Brief

- Establishing new client headquarters in the Netherlands
- Tasked to fill Finance, IT, Supply Chain and Customer Care roles
- Highly confidential recruiting process i.e. client name could not be mentioned
- Time sensitive contract, phase one of hiring needed to be completed in two months
- Manage scheduling and logistics of interviews

Our Solution

- Dedicated team consisting of a project leader, 9 consultants from Page Personnel, Michael Page and Page Executive brands
- Utilise a dedicated sourcing team based out of our SSC in Barcelona due to proximity
- Managers for each division to assign the recruitment process to their most suitable consultant
- Candidate sourcing via internal databases, online advertisements on clients job-boards, alongside headhunting for specific profiles
- Regular reporting to the client to review insights and discuss KPIs



Managers for each of our divisions helped by assigning the recruitment process to their most suitable consultant.

Tailored solutions for high-volume hiring



SUCCESS STORIES

GUIDING BUSINESS EVOLUTION AND SCALING

Sector/ Industry:
Defense

Headquarters:
France

Employees worldwide:
+ 13,000

Project location:
France

Timeframe:
November 2016 -
Ongoing

THE PROJECT PARTNER

An international high-tech company and global leader in defense systems, covering the whole production chain for complex programmes.

**113 placements made in June 2017 and
240 filled positions by end of 2017**



113

Delivery of 180 extra placements in 2017



Dedicated team of 16 recruiters



The Brief

- Our client needed to recruit 900 profiles in 2017, and 3,000 profiles by 2020
- Tasked with recruiting 240 engineers and IT specialists on permanent contracts, from junior to senior positions, for 6 operations across France
- High volume hiring: hire engineer profiles in a competitive job market (our client faced competition from other industrial players in aeronautics, space, automobile, rail, energy, etc.)

Our Solution

- A team consisting of a project leader and 9 Page Personnel and Michael Page consultants
- Provide shortlists of 3 candidates per job every 5 to 6 weeks with 15 to 25 placements per month.
- Candidate sourcing via client's Applicant Tracking System (ATS), enriched with candidates identified on internal databases, alongside job boards and social media sites.



50% of completed recruitments came from applications through the employee brand of our client and the other 50% were filled through proactive sourcing from the recruiters on job boards.



SUCCESS STORIES

BUILDING A FINANCE SHARED SERVICES CENTRE

Sector/Industry:
Engineering

Headquarters:
Germany

Employees worldwide:
+ 400,500

Project location:
Portugal

Timeframe:
2016 –
2017

THE PROJECT PARTNER

A multinational engineering and electronics company. Our client is the world's largest supplier of automotive components.

65 placements



65

Provide client coaching on creating
job descriptions and benchmarking salary levels



The Brief

- Set up a Finance Shared Services Center in Porto
- Recruit 90 finance and accountancy profiles, plus various support functions
- Meet the deadlines of the time sensitive project

Our Solution

- Provide client coaching on creating job descriptions and benchmarking salary levels
- Candidate sourcing via internal databases and online ads, supported by social media research
- Weekly reporting on KPIs to ensure objectives were being met in real time



The specialisation of our consultants, together with our sector knowledge were key to the succesful completion of this project.

Tailored solutions for high-volume hiring



SUCCESS STORIES

ADAPTING TO A NEW SAP CORPORATE SYSTEM

Sector/Industry:
Fashion

Headquarters:
USA

Employees worldwide:
+ 26,000

Project location:
Switzerland

Timeframe:
January 2016 –
December 2016

THE PROJECT PARTNER

An American corporation known for marketing and distributing products in four categories: apparel, home, accessories and fragrances.

30 placements made:
13 more than initially required



30

The client is an advocate of
Page Outsourcing →



The Brief

- Assist in implementing a new supply chain
- 17 junior positions for the Supply Chain, Finance and Tax departments: 3 permanent roles, and the remaining 14 roles on 5 to 10 month contracts
- Specific candidate requirements: prior experience working for a multinational corporation with good knowledge of SAP and experience in the retail industry or working for a SSC
- Time sensitive project requiring an agile and flexible recruitment plan

Our Solution

- Leverage on existing relationship with the client to understand their needs, the candidate profiles, and the role specifics
- On-site support to be present in their offices for 4 days a week on top of the 5 Page Personnel consultants that were tasked externally
- Provide efficient online sourcing solutions like using leading job platforms, metasearch engines and specialized platforms to address the need for specific talent



Having worked with this client, we knew their needs, the exact kind of profiles they were looking for. These helped us to understand the type of roles they were trying to fill.



SUCCESS STORIES

BUILDING A NEW TECHNOLOGICAL CENTER

Sector/Industry:
Financial
Services

Headquarters:
Netherlands

Employees worldwide:
+ 1,300

Project location:
Portugal

Timeframe:
January 2016 –
May 2017

THE PROJECT PARTNER

Our client is a European stock exchange whose products include cash and derivatives markets. It also provides the following services: market data listing, market solutions, custody and settlement.

92 placements to date



92

500 candidates participated in
the interview process



The Brief

- Centralise all technical functions by relocating the Technological Center from Ireland to Portugal
- High volume hiring for required IT profiles and various support functions
- Overcome long internal feedback loop to meet timelines by creating an agile and forward looking hiring process

Our Solution

- Dedicated project team consisting of one project leader and 4 Michael Page consultants from our IT division
- Candidate sourcing from internal databases, job boards on client's website, and on social media
- Provide clients with daily reports on KPIs met to ensure objectives were being met in real time



More than 500 candidates were shortlisted. We placed 90 candidates successfully by June 2017. To date, some candidates have made progression in the company and have been promoted.



SUCCESS STORIES

STRUCTURING A RETAIL DISTRIBUTION NETWORK

Sector Industry:
Food and
Beverage

Headquarters:
Italy

Employees worldwide:
+ 150

Project location:
Italy

Timeframe:
March 2016 –
Ongoing

THE PROJECT PARTNER

A start-up involved in the production and distribution of sushi through concessions within major national/international supermarkets in the Italian territory.

**31 placements, 23 for retail and
8 for the head office**



31

**Focused on retail candidates on a
temp and payroll basis**



The Brief

- Recruitment for new Head Office structure and retail distribution network
- Source for senior profiles for the Head Office
- Source for retail profiles specializing in in-store operations
- Overcome challenges of locating experienced candidates who were keen to work in a startup environment
- Meet deadlines of the project which was of a time-sensitive nature

Our Solution

- A dedicated account management team including local project leader, local consultants and a dedicated sourcing team
- Leveraged internal knowledge of sector and market to refine candidate search
- Candidate sourcing from internal databases, headhunting activities and online advertisement



The recruitment process went smoothly thanks to the collaboration and trust of the client, the specialisation of our consultants, and the centralised coordination and monitoring of the project.



SUCCESS STORIES

SUPPORTING EXPANSION IN EUROPE

Sector/Industry:
Legal
Services

Headquarters:
USA

Employees worldwide:
+ 150

Project location:
Belgium

Timeframe:
2016
2017

THE PROJECT PARTNER

A leading IP administrative services provider that provides services to IP professionals.

43 placements



43

Created a strong understanding of company culture amongst new hires



The Brief

- Support client's European expansion
- Fill first 10 roles within a short span of 2 months
- All new starters needed to be onboarded on the same day
- Overcome the long internal feedback loop to create agility in the hiring process

Our Solution

- Dedicated team of 8 including a project leader
- Consultants across PageGroup brands specializing in different sectors/ functions: Page Personnel consultants focused on paralegal and finance roles; Michael Page consultants focused on Operations, Procurement, Quality and HR managerial roles as well as Page Executive team members focused on C-level roles
- Candidate sourcing from internal databases and relevant job boards
- Create specific interview process for different roles
- Bi-monthly client status reports
- Client coaching regarding job descriptions and salary levels



Although we had not previously recruited for these roles in our region, our close collaboration and tailored project plan developed with the client facilitated the successful completion of the project.

Tailored solutions for high-volume hiring



SUCCESS STORIES

BUILDING A SHARED SERVICES CENTRE

Sector/Industry:
Manufacturing

Headquarters:
Denmark

Employees worldwide:
+ 21,500

Project location:
Portugal

Timeframe:
July 2017 –
May 2020

THE PROJECT PARTNER

Our client is the energy industry's global partner on sustainable energy solutions and is the largest player in the wind power market. They design, manufacture, install, and service wind turbines across the globe, and have wind turbines in 79 countries.

118 placements to date



118

Provided a range of engineering profiles



The Brief

- Assist client with establishing a Shared Services Center in Porto
- Fill 400 Engineering roles (Mechanical, Electrical, Computer, Development).

Our Solution

- 4 consultants from Michael Page and Page Personnel division were tasked exclusively to this project
- Deep-dive into company culture and employer brand
- Used multiple sourcing channels utilizing our database, social media distribution and job advertisements
- Established a weekly reporting methodology to review insights and discuss the KPIs



So far, 29% of the positions have been filled successfully and more than 500 of the CVs sent have received positive feedback.

Tailored solutions for high-volume hiring



SUCCESS STORIES

BUILDING A SHARED SERVICE CENTRE

Sector/ Industry:
Manufacturing

Headquarters:
USA

Employees worldwide:
+ 16,000

Project location:
Poland

THE PROJECT PARTNER

A leading water technology company committed to “solving water” by creating innovative, smart technological solutions to meet the world’s water, wastewater and energy needs.

83 candidates placed



83

Full scope of hiring, from junior
accounting to SSC director



All candidates subsequently employed
on permanent contracts



The Brief

- Migrate 130 positions to Poland from different business units across Europe to create a new Shared Service Center (SSC)
- Fill positions rapidly, and shortlist only high quality candidates
- Align project brief and expectations to current market conditions in country

Our Solution

- 4 consultants from Michael Page and Page Personnel divisions were tasked to this project
- Our strategy was to use multiple sourcing channels from our database to social media distribution and job advertisements



We used multiple sourcing channels, relying on our database, social media channels and job advertisements.

Tailored solutions for high-volume hiring



SUCCESS STORIES

BUILDING A CENTER OF EXCELLENCE

Sector/ Industry:
Pharmaceutical

Headquarters:
UK

Employees worldwide:
+ 50,000

Project location:
Poland, Malaysia
and Costa Rica

Timeframe:
September 2016 -
Ongoing

THE PROJECT PARTNER

A global, science-led biopharmaceutical business with a portfolio of products focused on areas including cancer, cardiovascular, gastrointestinal, neuroscience, respiratory.

16 placements in Malaysia
and 37 in Costa Rica to date



187

134 placements for Poland to date



40 placements made in the
fourth hiring wave of the project



The Brief

- Relocate finance functions from the UK to Poland, Costa Rica and Malaysia to IFS (Integrated Finance Solution) Centres of Excellence
- Manage the project across three different time zones

Our Solution

- A dedicated sourcing team consisting of a project leader, one manager per country as well as Page Personnel, Michael Page and Page executive consultants
- Project delivered in hiring waves: four for Poland, one for Malaysia and one for Costa Rica.
- Located candidates via sourcing databases, job ads, direct searches supported by social media and referrals
- Creation of multicandidate assessment centers
- Weekly reporting meetings



This was a big global project, involving three countries in three different continents. Despite the challenging logistics, we managed to fill all vacancies within the deadlines.

Tailored solutions for high-volume hiring



SUCCESS STORIES

RELOCATION OF EUROPEAN HEADQUARTERS

Sector/ Industry:
Pharmaceutical /
Consumer

Headquarters:
UK

Employees worldwide:
+ 99,300

Project location:
Germany

Timeframe:
2012 - 2013

THE PROJECT PARTNER

A worldwide leader in the pharmaceutical industry with 3 global businesses that research, develop and manufacture innovative pharmaceutical medicines, vaccines and consumer healthcare products.

47 placements to project completion



47

Retained client for future collaboration



The Brief

- Relocation of European headquarters from Denmark and Southern Germany to Hamburg.
- Required an agile and flexible recruitment plan
- Complete the project on time due to its time sensitive nature

Our Solution

- - Dedicated project team consisting of: project leader, one key account manager per division (HR, Finance, HLS, SMC) as well as 1 - 3 consultants per division
- - There were dedicated sourcing teams per division
- - Placed online advertisements on our client's job-board and website
- - Direct searches supported by social media research, with certain roles requiring headhunting
- - Reporting format differed through the project, as per client's needs



We successfully placed 47 candidates. A PSA was also signed and the client became one of PageGroup's biggest customers in Germany

Tailored solutions for high-volume hiring



SUCCESS STORIES

BUILDING AN IT COMPETENCE CENTER

Sector/Industry:
Technology

Headquarters:
Germany

Employees worldwide:
+ 700

Project location:
Germany

Timeframe:
November 2014 -
December 2016

THE PROJECT PARTNER

An IT service provider with flexible internal structures, offering a broad range of services in development, software maintenance and IT operations.

23 placements upon project completion in December 2016



Worked with a small talent pool meaning references were vital to the process



Services retained to fill less senior roles



The Brief

- The client closed its investment banking department in London and opened a new IT centre in Frankfurt
- Focus was on hiring Senior and C-Level positions shortlisting candidates outside the UK
- Place Java developers with experience in banking, trading and online gaming – a specialist role with a very small pool of candidates in a very competitive market

Our Solution

- The team consisted of a Project Leader and Michael Page consultants from our IT divisions in Frankfurt and Hamburg
- Small sector talent pool in Frankfurt (only one major competitor in the region) meaning recruitment methodology focused on headhunting candidates
- Other sourcing methods included relying on internal databases, social media and candidate referrals



This was a very exclusive project and is by far the biggest IT hiring project for Michael Page Frankfurt.

Tailored solutions for high-volume hiring



SUCCESS STORIES

ESTABLISHING A NEW PRODUCT

Sector/Industry:
Tobacco

Headquarters:
USA

Employees worldwide:
+ 80,000

Project location:
Spain

Timeframe:
October 2016 -
Ongoing

THE PROJECT PARTNER

One of the world's leading tobacco company, with products sold in over 180 countries outside the United States. Our client owns 7 of the top 15 tobacco brands in the world.

250 initial placements



250

400 positions filled by June



Currently recruiting 220 positions



The Brief

- To support the global launch of a revolutionary product, our client needed to build a large ambassador team and an internal team in Spain to promote the product
- Fill 250 positions

Our Solution

- A dedicated team consisting of a key account manager, a project manager, a key administration contact and Page Personnel consultants
- A 'mini site' was developed to drive recruitment
- Source for candidates on internal databases and PageGroup's social media channels
- Ran online ads and conducted group interviews, assessments and role plays to boost employer branding
- Weekly reporting to update client on the progress



We managed to place 250 positions within the stipulated time frame, and have placed a total of 400 candidates in more sales roles by June 2017. The client extended the project and we are now recruiting for an additional 220 positions.

Tailored solutions for high-volume hiring

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