



Abstract

Career RPO began working with Capgemini on February 2007; our role was to provide the client with sufficient candidates through Sourcing Service.

- Excellent example of Career RPO flexibility and capability of reducing corporate recruiters' non-core administrative tasks
- Solid result: CV sourced/screened and placement ratio is 5:1
- Typical case of collaborating with the client to cover their peak period of recruitment

The Business

Capgemini is a global leader in consulting, technology, outsourcing, and local professional services. Headquartered in Paris, France and operate in more than 30 countries. Capgemini helps clients deal with changing business and technology issues within four key areas of focus: Consulting Services, Outsourcing Services, Technology Services and Local Professional Services.

The Challenge

Capgemini is undergoing rapid expansion in China; Career RPO was chosen to:


- Manage approximately 400 positions for its financial consulting projects in 2007.
- Establish a sizable talent pool for the client through proactive sourcing and screening techniques.
- Regulate the sourcing pace in accordance with client's project commencement at different phases.
- The level of scarcity was very high on recruiting project based consultants with foreign language proficiency.
- Tracking recruitment efficiency and effectiveness by producing detailed reports for management and performance review.

The Solution

Based on the evaluation of client's hiring needs and our experiences in similar assignments, CV screening combined with job boards mining technique was selected as our primary sourcing strategy. Our off-site sourcing team worked closely with the client and supplied client with adequate qualified candidates for selection. Mr. Ted system was deployed as our means to track every recruitment activity with pinpoint accuracy, both our project team members and our client recruitment team were benefited from this system on candidate management; interview management; CV retrieval, report producing and recruiters' workload etc.

The Result

Career RPO has recommended over 900 qualified candidates through screening/sourcing approximately 6000 CVs, among which 150 candidates had been successfully hired by the client within eight months period. A sizable talent pool had been built up and handed over to the client for



further reference. Ad hoc reports were produced with pinpoint accuracy upon client's demand which enables the client to monitor the progress and actual output through a shared on-line information platform.

Contact us

Career RPO is a subsidiary company of Career International. Operating from offices around China, and with expansion currently underway across Asia, our functional and industry specialist consultants and client relationship managers are well positioned to provide you with international best practice recruitment solutions in the Chinese and Asian markets. If you want to learn more about us, please visit us at www.careerrpo.com