

CASE STUDY

CLIENT BACKGROUND

With a footprint in more than 20 countries, 37,500 employees, and a revenue of 6.9 billion euros (2018), T-Systems is one of the world's leading providers of digital services.

Advantage xPO have been T-Systems' MSP and RPO provider since 2010.

| Challenge | Advantage xPO Solution | Result |
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| <p>T-Systems lacked a best-in-class recruitment technology to facilitate sourcing, offering or reporting requirements</p> <p>Inconsistent hiring processes</p> | <p>We designed and implemented a bespoke, best-in-class ATS</p> <p>We also streamlined the entire recruitment process and set clear expectations</p> | <p>The bespoke ATS significantly increased productivity around accessibility, applications and reporting</p> <p>All hiring & vacancy management is now centralised on a visible and easy-to-use system that spans 20 sites</p> <p>98% of candidates have rated the resulting recruitment process as good or very good</p> |
| <p>There was no permanent or direct hire recruitment experience, resulting in the high use of third party agencies</p> <p>Lack of scalability to meet fluxing demands</p> | <p>We provided a scalable on-site team that integrated fully with T-Systems' HR department</p> | <p>Scalable on-site team facilitates peak demands as new projects come online</p> |
| <p>Excessive use of multiple third party agencies led to:</p> <ul style="list-style-type: none"> Dilution of company brand Lengthy average time-to-hire High recruitment costs | <p>We implemented innovative RPO solutions, focused on direct hiring by using multiple sourcing methods</p> <p>We also project-managed the implementation of Launchpad, an innovative video interviewing tool</p> | <p>100% direct recruitment - no third party usage</p> <p>Cost per hire reduced by 45% in the first year and has continued since</p> <p>Time to hire reduced by over 30%</p> <p>Launchpad provides consistency, ease of use and a platform to explore and discuss T-Systems' culture and brand more effectively than before</p> |

The new MSP and RPO solutions save T-Systems an average of £20k per month

Advantage xPO have fully embraced the culture and the guiding principles of T-Systems. They are amazing brand ambassadors for our business when speaking to applicants at all stages of the process.

HR Director

I have worked with Advantage xPO for over 5 years and we have always succeeded because of our close collaboration. They source innovatively to find scarce skills and have always ensured that we are provided with the right resources at the right time.

Head of Solution Design

Working with Advantage xPO means we have had constant access to best practice and innovation in the areas of talents attraction, selection and management. The team are fantastically flexible - adapting to constant changes in our business and supporting internal programmes.

Head of Procurement