

CASE STUDY

RPO Model Successfully Implemented for Aerospace Company

1.0 Recruitment & Project Delivery team:

XPT software, empaneled service vendor with A highly regarded Aerospace and Automotive Technology company, Bangalore. The client needs nearly 280 positions fulfilled in 8 months with the help of their internal teams and with XPT's RPO team support.

2.0 Problem definition:

Client's strategically planned to start project work which requires to setup multiple teams. The expected team requires developer, testers, build and release resource and Integrator Engineers. Client had less time to fulfil such large hiring and cannot fulfil the same due to operational issues and very small hiring team.

3.0 Project execution:

XPT Software successfully implemented a Recruitment Process Outsourcing (RPO) model characterized by a hybrid approach combining onsite and offshore support. In this innovative model, XPT designated a recruitment team lead to work directly at the client's site, serving as the primary interface between XPT and the client's Hiring Managers, Technical Managers, and HR team. This strategic placement facilitated seamless communication and collaboration, allowing for real-time discussions about requirements and execution strategies.

The collaborative process involved in-depth discussions and planning at the client site, with the actual implementation taking place at XPT's offshore office. The RPO team at XPT took on the responsibility of end-to-end coordination with the client team to ensure the successful fulfilment of positions within the stipulated timeframe.

4.0 Project completion:

The efficiency of this system is evident in the results achieved by XPT's RPO team. Over the span of 8 months, they were able to release a remarkable 320 job offers, effectively fulfilling 280 positions. This not only highlights the speed and agility of the recruitment process but also emphasizes the capability of XPT's RPO team in navigating the complexities of talent acquisition and delivering results that meet or exceed client expectations. The success of this RPO model showcases XPT Software's commitment to providing innovative and effective solutions in the field of recruitment and workforce management.