

lets  
e  
e

Rs. 10000

**About the client:**

When “B” wanted to expand its current team size by 12 times in 120 days, it roped in the services of our RPO under the CNK RPO brand name. “B” wanted to achieve in 1 year what it had achieved in 7 years! For a challenging task like this one, it roped in the services of our RPO under the CNK RPO brand name.

**The requirement:**

As a part of their ambitious expansion programme, B wanted to hire various profiles, including Branch Heads and Agency Managers across the country. The total hiring target was 2079 candidates covering 6 states within 120 days. With simultaneous joining requirements across 6 western and southern states covering 152 branches within 120 days, this project had all the makings of a roller coaster!

**The RPO Sourcing Methodology:**

RPO services through TMI works as a single window of acquisition for its clients. Its scope of service included the following:

1. Drawing up a media strategy
2. Setting up partnership terms with over 200 RPO partner firms across the country
3. Response Management of applications from all sources
4. First Level Assessment for must criteria fitment
5. Final Interview coordination
6. Offer roll out coordination
7. Post offer handholding
8. Post joining reference checks (OTP)
9. Validation of partner consultant fees and referral fees
10. Manage and contain overall cost per hire

**How did the company benefit from TMI’s expertise?**

<p><b>Speed</b> 2000+ hires in 4 months 165 locations across 8 states.</p>	<p><b>Cost</b> Cost per hire less by 20% than budgeted.</p>
<p><b>Quality</b> Process consistency across locations. Employer branding &amp; candidate engagement</p>	<p><b>Service</b> 95% numbers met in 95% locations, 207 active consultant supply chain built for client</p>

**What we achieved?**

**Business Line : Recruitment**  
**Service Line : RPO Services**  
**Industry : Insurance**  
**Client : India’s 5<sup>th</sup> Largest Private Life Insurance Company (Lets call this entity ‘B’)**  
**Type of : RPO Services**

S  
a  
C



*Client References will be provided on request*