

CASE STUDY

MANAGED SERVICE FOR EFFICIENT PERMANENT RECRUITMENT

ISSUED – APRIL 2017

SGS TECHNICAL STAFFING SERVICES – FINDING THE RIGHT PEOPLE FOR NSRP

NSRP required SGS technical staffing services to provide 250 Mid Level Engineers with 5-10 years experience, their preference was for mainly local Vietnamese with support from foreign nationals when required.

SGS technical staffing services created an in-house recruitment team based in Hanoi to work with the NSRP partners. We placed a 4 person team in the NSRP office to work with all parties to find a recruitment solution. After analysing the local market we worked with the training partner to re-design their programme and started growing a data base of candidates.

By working with the partners and the training team, SGS technical staffing services were able to supply local specialists who have been on an 18 month training programme in the USA and an additional 242 perm staff.

OUR APPROACH

- Q1 2014 TSS Vietnam moved into the NSRP offices, appointment of NSRP Project Manager
- 2014 Q2 TSS Vietnam began interviews for 8 Specialists and other start up positions.
- 2014 Q4 Re-alignment with partners on numbers and candidates (reduced the number of expats and focused on training locals).
- 2015 Q1 Key meeting with partners with SGS & NSRP agreeing better salaries for key positions and to consider candidates from different disciplines.
- 2015 Q1 Volume of positions increased.



- 2015 Q4 NSRP partners confirm that we hit target of 242 new hires and will now be working on a contingency basis for replacements and expansion plans.

WHY SGS TECHNICAL STAFFING SERVICES?

Managed Service Provider means that we become part of the client's business, our team will integrate with yours, full or part time, to optimise your recruitment efforts.

- SGS becomes the main supplier and recruitment business partner - improving efficiency and reducing time spent by the company directly.
- We manage the transition with the current suppliers and renegotiate their general terms and conditions.
- Minimizes skill shortages by planning alongside client needs, identifying resources and utilizing in-house and external resources as required.

- SGS advertise, source, recruit, interview, coordinate, conduct market research and support throughout the offer process.
- SGS become the central point of contact for all our client hiring needs.

ABOUT SGS

SGS is the world's leading inspection, verification, testing and certification company. SGS is recognised as the global benchmark for quality and integrity. With more than 90,000 employees, SGS operates a network of over 2,000 offices and laboratories around the world.

We provide competitive advantage, drive sustainability and deliver trust. At SGS, we are continually pushing ourselves to deliver innovative services and solutions that help our customers move their businesses forward.

WHEN YOU NEED TO BE SURE

SGS