

Case study: A large and Diverse global conglomerate
requiring scale in Talent Acquisition



hiringplugTM
.com

discover. engage. acquire



KPMG is a multinational professional services network, and one of the Big Four accounting organizations. Advisory business helps KPMG member firms improve performance, facilitate innovation, deliver better and respond faster to their customers.



Business Challenge

Being a global accounting & consulting firm, KPMG provides its services to a wide range of industries and functions.

Difficult to fill roles | Concurrent requirements | Niche hiring | Diverse roles | Talent mapping | Vendor management | Recruitment productivity

- Difficult to fill positions, after having mapped most resources.
- Concurrent requirements across diverse sectors, functions and job levels including IT, Education, Energy, Finance, Telecom, HR, leadership, etc.
- Project based requirements which demand fast turn around time.
- Managing Leadership, Niche and Confidential mandates that require very specific experiences.
- Identifying, on-boarding and managing expert recruitment vendors.

Solution

hiringplug™ - India's largest Marketplace of specialist Recruiters, started supporting KPMG in Q4 of 2019. The marketplace leverages services of a variety of agencies including Executive search firms, Boutique agencies, Gig recruiters, large recruitment consultants and independent recruiters, all in one SaaS platform.



hiringplug™ 's Talent acquisition strategy for the company was focused on:

- Talent mapping to identify domain experts through its large network of head-hunters
- Speed and clarity of communication across the board
- Diligent & regular briefing to engaged agencies on job refinements
- Quality focus:
 - To identify the right mix of candidates with proper briefing on the company, role & expectations.
 - Two to three levels of candidate's screening to check their intent, knowledge, and fitment in line with the requirements.

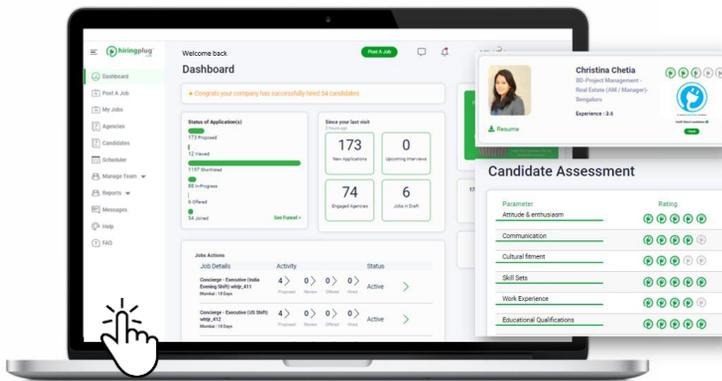
Stakeholder management, respectively with HODs and hiring managers', respectively.

Impact

In a brief span of time, *hiringplug*TM managed to mobilize a diverse portfolio of requirements.

- **Successfully closed** many ‘difficult to fill’ positions across diverse sectors.
- **Single window sourcing:** *hiringplug*TM was onboarded as a single vendor with multi speciality catering to a vast diversity of sectors
- **Hiring velocity:** Simultaneous engagement and pipeline building over a quick TAT
- **High Relevancy:** Significantly higher candidate relevancy
- Discretely managed **Leadership & Confidential** mandates

- Agriculture
- Aviation
- Consulting
- Education
- Finance
- Human Resources
- Logistics
- Metals & Mining
- Oil & Gas
- Quality
- Retail
- Technology
- Others



- Free to join, Pay per hire
- Collaborative hiring & workflows
- AI based sorting of top profiles
- Actionable insights & dashboard
- Employer branding
- Diversity hiring enabled
- Vendor Management System
- Ubiquitous 24x7 access
- 2X screened candidates
- Secure, stable, scalable

Our Happy Employer partners speak



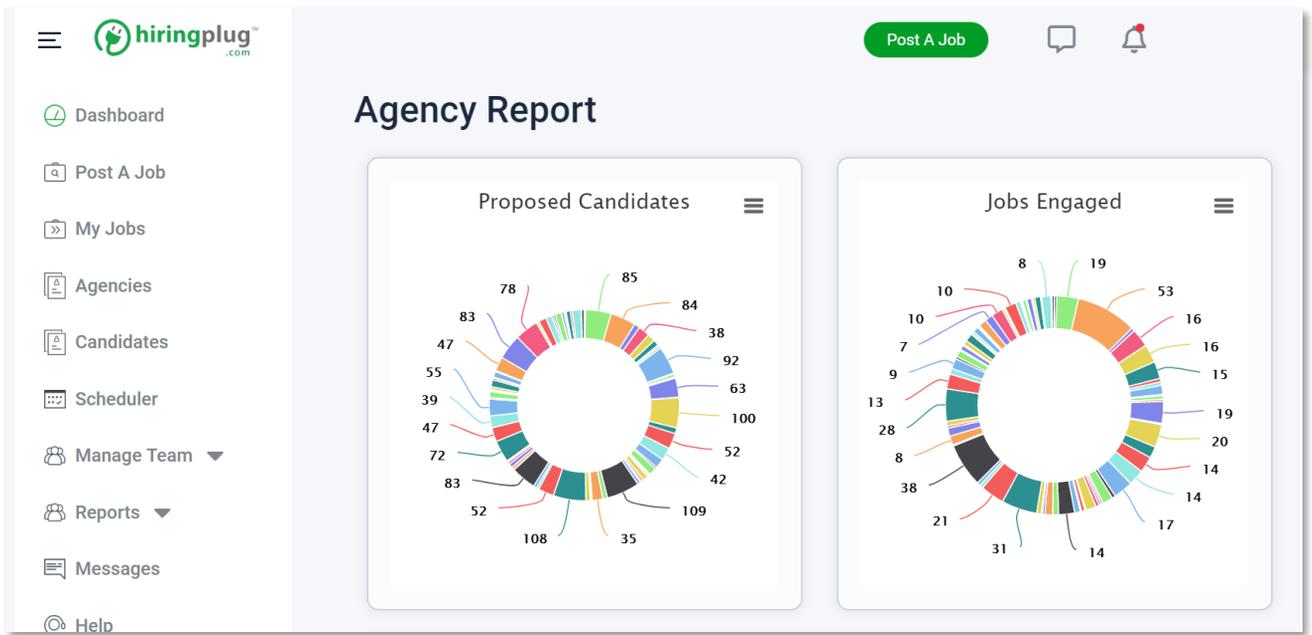
“Being a large firm, our talent acquisition requirements are diverse & targeting best of the talent in industry. hiringplug comes across as a reliable aggregator platform that easily aligns to our depth & scale of hiring with quick turnaround time. It is clearly simplicity at its best!” -

Apurva Pundir, Associate Director at KPMG

“hiringplug is a great agency aggregator that’s helped us ramp-up our hiring requirements. They align well with our contingent hiring needs and the single point coordination system makes it very easy to manage vendor performance.”

- Sukhdeep Aurora, Chief People Officer at ANAROCK





TALK TO US

We understand that managing scale and diversity can be a challenge. Timely acquisition of talent, ability to multitask and manage Recruiter's productivity directly correlates to the business unit's success. Our **world class user experience** puts you in the driver's seat to seamlessly manage your contingent, contractual and gig worker acquisitions.

Our **RaaS™ - Recruitment as a Service Marketplace** of Specialist Recruitment firms, empowers you to seamlessly acquire quality talent and adapts to your corporate recruitment behaviour.

hiringplug™ supports large enterprises to attract & acquire Top talent, faster.

- We **Evangelize** your organization to Agencies & candidates
- We use **Human & Artificial intelligence** to Screen top talent
- We **coordinate** through your bespoke requirements and deploy the finest specialist agencies
- We are enabled to execute your initiatives of **Diversity hiring** and **confidential mandates with Talent mapping**
- We are **open to integrate** with your existing HRIS & ATS for a seamless user experience.



Free Signup



How it works



Schedule a call