

**500+
HIRES PER YEAR**

NORTH AMERICA

LATIN AMERICA

EMEA

Partnership Background

- Varian acquired a new head of talent in 2008
- Brought in to solve multiple challenges
- High agency spend
- Dissatisfaction with quality & speed of hire
- Multiple job categories with low candidate flow
- High overall recruitment costs
- Reviewed the RPO marketplace for a partner
- Sought scalability, quality & global capabilities
- Pierpoint selected for niche hiring support
- Initial support for multiple job categories

Pierpoint Solution

- Delivery team staffed with Sr. Recruiters
- Expertise aligned to categories in-scope
- Recruiters provided for in-region support
- Established high touch process
- Built hiring manager relationships
- Moved agency spend back in-house
- Strategic pipelining initiatives launched
- Increased candidate funnel
- Based on the success, expanded scope
- Full cycle, global support for all job categories

• **PARTNER FOR 7 YEARS**

• **VSP SERVICES FOR CONTRACT RECRUITERS**

• **RPO SERVICES FOR RECRUITMENT SUPPORT**

• **GLOBAL PROGRAM**

• **FULL CYCLE SOLUTION**

• **NON-EXEMPT & EXEMPT HIRING**

• **GREATLY REDUCED AGENCY SPEND**

• **REDUCED RECRUITMENT COSTS BY 60%**

VARIAN
medical systems