



# ACHIEVING HIRING GOALS THROUGH STRATEGIC RPO PARTNERSHIPS

HOW WE HELPED OUR CLIENT FILL SALARIED AND SPECIALIZED JOB OPENINGS THROUGH A LOW VOLUME RPO PARTNERSHIP



**A KINETIX WHITEPAPER 2023**

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# THE BACKSTORY

In the ever-evolving landscape of global manufacturing, Landis+Gyr Technology, Inc. stands as a prominent player. Operating in over 30 countries, this appliances, electrical, and electronics manufacturing company has a reputation for excellence in delivering cutting-edge solutions to its customers. Behind their remarkable journey towards advancement is the leadership of Jim Bennett, a seasoned HR leader with over two decades of experience in the tech manufacturing industry.

Jim Bennett stepped into his role as Vice President of Human Resources at Landis+Gyr with a clear mandate: to optimize the company's hiring process and ensure they were equipped to rapidly expand their operations in the United States. Jim understood that time was of the essence. To keep pace with their customer demand and market growth, they required a solution that could address their hiring needs swiftly and effectively.

This white paper explores how Landis+Gyr navigated these challenges and found a winning solution through a strategic partnership with Kinetix. Together, we embarked on a journey that exemplified the power of RPO (Recruiting Process Outsourcing) in achieving hiring goals efficiently, all while maintaining a focus on trust, speed, and responsiveness.



## THE SCALE OF THE CHALLENGE:



**JIM BENNETT**  
VP OF HR

When Jim Bennett started his role as Vice President of HR at Landis+Gyr, he inherited a complex puzzle. Expanding more into the U.S., the company's growth presented a formidable challenge: filling 180 job openings...ASAP.

Thankfully, Jim's experience as an HR leader in the tech manufacturing space equipped him with a keen understanding of the implications of such a requirement. The ability to secure the right talent quickly is a vital factor in maintaining Landis+Gyr's competitive edge, meeting customer commitments, and sustaining innovation in the fast-paced world of technology.

## THE IMPACT OF UNFILLED ROLES:

Unfilled positions can begin to cast a shadow over a company's ability to fulfill customer commitments. Fulfilling customer commitments is the bedrock of any business, and they could not afford to falter. Jim recalls this period stating, **"We were falling behind on our customer commitments because open positions weren't being filled."** This dilemma was not merely about numbers; it was about maintaining the trust and satisfaction of their customers, and by extension, the reputation of the company.



## INTERNAL VS. EXTERNAL SOLUTIONS:

How do you address this formidable hiring challenge? One option was to build an internal recruiting organization—a process that, even under optimal circumstances, can take months to establish. Additionally, the outcome of such an investment in time and resources remained uncertain. In this model, Jim knew he could be spending upwards of 25% of average salary for any roles the team put out to search companies.

The other option? Seeking out an external solution. One that could offer speed and agility. This is where Jim recognized the potential of an RPO (Recruiting Process Outsourcing) partnership, a solution that could provide the professional expertise and rapid response Landis+Gyr required. His experience and understanding of the recruiting industry, and his past experience working with other RPO companies, led him to engage Kinetix in discussing Landis+Gyr's hiring needs.

## KINETIX'S SWIFT RESPONSE: PROACTIVE APPROACH

Kinetix didn't just offer a solution; we presented a proactive approach that resonated with the pressing nature of the situation. Jim Bennett recalls our response,

**"Kinetix was able to bring in professional recruiters all at once and ramp up very quickly."**

One remarkable aspect of our response was the readiness to act. In the world of business, this level of commitment and trust is rare. Jim Bennett emphasizes this point, highlighting how we "ramped up very quickly before we even had a signed contract in place." This display of confidence and dedication at the outset of the partnership set the tone for what would become a highly successful collaboration.

### PROFESSIONAL RECRUITERS AT THE HELM

Kinetix's ability to bring in professional recruiters swiftly was instrumental in addressing Landis+Gyr's immediate hiring needs. Our team of seasoned experts in talent acquisition understood the intricacies of the technology manufacturing industry, enabling them to source and secure the right candidates efficiently.

The infusion of professional recruiters into the talent acquisition process allowed Landis+Gyr to tap into a wealth of experience and industry knowledge, making the hiring process not just faster but also more precise. This strategic advantage was pivotal in helping Landis+Gyr regain its footing in the race to fulfill customer commitments.

# THE POWER OF RPO

RPO was the ideal solution for Landis+Gyr's pressing needs. Jim eloquently articulated that RPO is tailored for organizations facing the urgent need to fill numerous positions quickly, without investing excessive time and resources and gives him, as the client, the ability to flex to his ever changing needs. In his own words,

**"If you have a lot of jobs to fill, you need to fill them quickly, and you don't want to take the risk and invest the time of doing so, an RPO [partnership] is for you."**

## **EFFICIENCY FROM A COST STANDPOINT**

Beyond its agility, RPO offers a cost-efficient approach to talent acquisition, a fact that resonated deeply with Landis+Gyr's organizational goals. While Jim Bennett's emphasis was on speed and responsiveness, the efficiency of RPO from a cost perspective is equally compelling.

By outsourcing the recruiting process to experts like Kinetix, Landis+Gyr not only saved valuable time but also managed costs effectively. This approach allowed the company to allocate resources more efficiently and invest in areas that were critical for their growth and innovation.

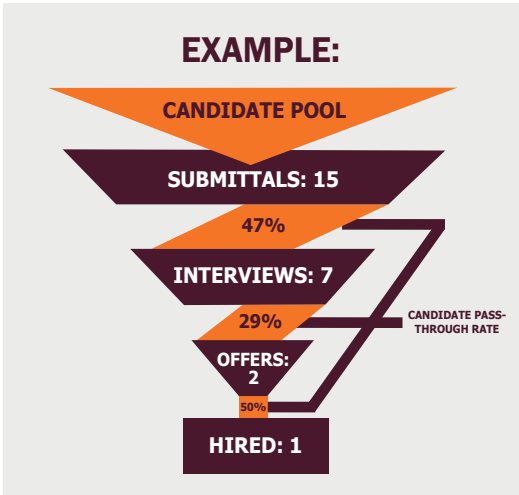
## **THE DETAILS:**

The following numbers and information reflect hiring details, and the tangible outcomes of Landis+Gyr's partnership with Kinetix. It showcases, not only the speed and efficiency of the RPO approach, but also the successful outcomes in terms of hires across various salary ranges and job families. The impact of this collaboration is evident in the impressive numbers that have driven Landis+Gyr's growth and success.

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# **HARD-TO-FILL ROLES, PRIORITIZED.**

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# THE KINETIX FUNNEL

The Kinetix Funnel allows you to see how many of your submitted candidates become employees, at a glance. Our goal is submit the highest quality of candidates, so you have a higher chance of making the best hire with as few interviews as possible.

In our first three quarters working with Landis+Gyr, we secured 150+ hires. **44% of those jobs had salaries of 120k or higher** - needing experienced candidates. Having difficult to fill and low volume openings can still be a positive fit in RPO, see it in the numbers below:

## FIRST THREE MONTHS WITH LANDIS + GYR

**MOST DIFFICULT ROLES PRIORITIZED IN FIRST THREE MONTHS:**



## EXTERNAL HIRES BY JOB FAMILY

Quality Management	Supply Chain Management	Finance
Sales	OT & Customer Technical Service	General Management
IT (Information Technology)	Human Resources	Marketing & Public Relations
Product Management	Research & Technology	Production/Manufacturing
	Business Support & Services	

## EXTERNAL HIRES BY SALARY RANGE

SALARY RANGE	Q1	Q2	Q3
60-90k	26%	29%	28%
90-120k	26%	21%	26%
120k+	38%	49%	46%

# THE HR LEADER'S PERSPECTIVE:

## THE KEY FACTORS: SPEED, RESPONSIVENESS AND TRUST

Jim Bennett's decision to partner with Kinetix was influenced by several key factors that ultimately defined the success of their collaboration. Speed was of paramount importance, and Kinetix's ability to rapidly source and secure talent was a decisive factor. In Jim's words, "for Kinetix specifically, it was speed."

Responsiveness was another critical element. In an industry where agility can determine success, Jim appreciated Kinetix's ability to adapt swiftly to the evolving needs of Landis+Gyr. The ability to move at the pace of the industry ensured that Landis+Gyr remained competitive and innovative.

Trust was the cornerstone of this partnership. Jim's confidence in Kinetix was evident from the very beginning. He emphasized, "Everything worked very well and it was all based on trust from the very beginning." This trust not only facilitated a smooth partnership but also laid the foundation for a successful and enduring collaboration.

## POSITIVE FEEDBACK

Jim Bennett's feedback on the partnership with Kinetix has been overwhelmingly positive. He not only recognized the immediate benefits but also underscored the importance of trust as a driving force behind our success. Jim's belief in t.success was unwavering, stating, "**I never thought it wouldn't [be successful], to be honest.**"

This positive assessment of the partnership's effectiveness and the role of trust from the outset highlights the synergy between Landis+Gyr's needs and Kinetix's capabilities. It also serves as a testament to the power of strategic collaborations in the realm of HR and talent acquisition.

# THE ONGOING PARTNERSHIP:

## A YEAR OF SUCCESS

The partnership between Kinetix and Landis+Gyr has not only weathered the initial storm of hiring challenges but has thrived and grown stronger over the course of a year. This enduring collaboration stands as a testament to the strategic alignment between the two organizations and the value it continues to bring to Landis+Gyr.

Over the past year, the partnership has consistently delivered results, enabling Landis+Gyr to meet its hiring goals with precision and agility. The successful RPO (Recruiting Process Outsourcing) relationship has exceeded expectations, positioning Landis+Gyr for sustained growth and competitiveness.

The ongoing partnership with Kinetix has not only resolved the immediate hiring challenges but has also positioned Landis+Gyr as a leader in the tech manufacturing sector known for its ability to adapt, innovate, and fulfill customer commitments promptly and reliably.

As we look to the future, both Kinetix and Landis+Gyr are committed to building upon the successes of the past year. The ongoing partnership is marked by a shared vision of continued growth, innovation, and excellence in talent acquisition.

## ENCOURAGING OTHER HR LEADERS: JIM BENNETT'S PERSPECTIVE ON RPO PARTNERSHIPS

Jim sees RPO as a strategic solution tailor-made for organizations with pressing hiring needs. His relationship with Kinetix exemplifies the critical factors in effective talent acquisition strategy: speed, trust, and responsiveness.

Jim Bennett's success story with Kinetix is not just a unique experience but a compelling example for other HR leaders. He is not just an advocate for RPO partners; he is an advocate for the right RPO partner. He shares his conviction that the partnership will succeed, highlighting, **"I never thought it wouldn't, to be honest."**

As a seasoned HR leader who has navigated the complexities of tech manufacturing, Jim Bennett's recommendation for other HR leaders is clear: consider Kinetix for your hiring needs. The lessons from his journey underscore the transformative power of strategic collaborations in talent acquisition.

RPO is tailor-made for organizations with an urgent need to fill numerous positions quickly but also can be done for less than 200 hires per year with the right partner. The value of speed, trust, and responsiveness cannot be overstated in achieving hiring goals efficiently. Jim Bennett's positive feedback and his recommendation to consider Kinetix reinforce the impact of the right partnership in talent acquisition.

## PARTNER WITH KINETIX FOR YOUR TALENT ACQUISITION NEEDS:

The benefits of partnering with Kinetix extend beyond this success story. Whether in RPO or Direct Hire Services, Kinetix offers a strategic advantage in talent acquisition. Our expertise, speed, and commitment to trust set us apart as a partner dedicated to helping organizations thrive in competitive industries like tech manufacturing and others.

Visit Kinetix's website to learn more about our services and connect with our team of experts. Unlock the potential for transformative talent acquisition solutions and position your organization for success. Contact Kinetix today and embark on a journey towards excellence in talent acquisition.

## FIND & CHAT WITH US ONLINE: LET'S HAVE A CONVERSATION

