

CASE STUDY

RECRUITMENT PROCESS OUTSOURCING (RPO)

Resource Sector Consulting Firm

Objective

Xenco's People Solutions team was engaged by the client to operate as an extension of their internal HR function. The objective was to provide a Talent attraction function with targeted expertise, streamline the end-to-end recruitment process, and ensure alignment with the company's culture and business objectives, without adding strain to internal resources.

The Challenges

The client faced several challenges that made external recruitment support both strategic and necessary:

- The client's internal HR team had limited capacity for specialist recruitment, prompting the need for targeted external support without disrupting day-to-day operations.
- Both roles demanded niche industry knowledge and analytical expertise, limiting the available talent pool.
- The company aimed to fill the roles within a condensed timeframe to maintain continuity and support ongoing project delivery.
- There was a need to balance recruitment efficiency with a robust screening process to ensure candidate quality and alignment with company culture.

AT A GLANCE

Challenges

- Limited internal recruitment resources
- Specialised skill requirements
- Limited timeframe to hire new positions
- Maintain recruitment quality while meeting tight schedule

Benefits

- **Over 70% cost reduction** compared to traditional recruitment fees
- Roles filled within **4 weeks**
- Psychometric testing completed to ensure candidates in **top 15%** for relevant markers
- Flexibly scaled the client's internal HR function

Xenco is a multi-disciplined, specialist service group that delivers executive and operational level support to businesses seeking significant improvements in productivity, efficiencies and company profitability.

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Our Approach

Xenco provided an outsourced solution built on deep industry knowledge and a focus on scalable, tailored support. Acting as an extension of the client's team, we applied a targeted and efficient process to secure high-calibre candidates for these critical analyst roles and acted as the internal specialist to facilitate the process.

Our approach included:



Role Definition

We collaborated with the client to refine role descriptions, ensuring alignment with both technical requirements and organisational culture.



Targeted Search

Conducted a targeted candidate search leveraging both local and niche industry networks to identify high-potential talent.



Screening

We employed rigorous screening and behavioural-based interview and psychometric testing techniques to assess candidate fit and capability.



Collaboration

We partnered closely with the client's HR team to facilitate interview scheduling and maintain clear communication throughout the recruitment journey.



Delivery

We managed the offer and onboarding stages to ensure a smooth transition for selected candidates.

Our Result

Xenco acted as an extension of Commodity Insights' internal HR team, delivering an agile, cost-effective outsourced talent solution that successfully filled both analyst roles.

By embedding our services within the client's processes, we enabled:

- **Over 70% cost reduction** compared to traditional recruitment agency model by implementing a partnership model
- A streamlined hiring process that resulted in fully staffed roles within **four weeks** - well under the company's usual timeline.
- Industry relevant **psychometric assessment** into personality and reasoning ability to ensure candidates have the capability to deliver the role.
- An **integrated outsourced function** that flexibly scaled the client's internal capability, allowing their HR team to focus on core priorities while we managed the search, screening, and selection.

This outcome not only supported the client's operational continuity but also demonstrated the value of a tailored RPO Lite model in delivering high-quality candidates efficiently and economically.



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