

“TalentFusion has been an integral part of our recruiting strategy for over two years. The relationship we have developed has helped us to triple our hiring capability, decrease our time to fill by one week and drive down our costs to unprecedented levels.”

—S.H., Global Director of Staffing; BearingPoint

Business Challenge:

BearingPoint needed to increase revenue and gross margin without increasing fixed costs. In order to do that, they wanted to create a shared services staffing model that would replace the use of subcontractor technical labor with BearingPoint hires. It was determined that the 300,000 candidates in their database and the numerous Internet databases for which they had purchased licenses were being grossly under utilized. It was BearingPoint’s strategy to fully exploit those existing assets with a scalable model, whose cost would flex with fluctuations in demand. In order to enable such a strategy, BearingPoint was seeking a partner to whom they could outsource candidate sourcing and pre-screening.

Solution:

TalentFusion was selected as BearingPoint’s recruitment outsourcing partner. Using their exclusive “TalentPath” recruitment project management methodology, TalentFusion was able to design and deliver a centralized sourcing solution that supports all of BearingPoint’s recruiting offices in the U.S. and U.K.

TalentFusion was able to deliver an on-demand solution to augment BearingPoint’s existing recruitment infrastructure at a fraction of the total cost, with the benefit of rapid scalability. In addition, the rapid turnaround time, quality of the candidates and support provided by TalentFusion allowed BearingPoint to roll-out an improved recruiting process that significantly improved their time to hire.

Subcontractors have been greatly reduced as a means of candidate sourcing, significantly reducing cost and internal workload. BearingPoint Recruitment managers have a single TalentFusion point of contact. The solution is completely scalable based on BearingPoint’s hiring demand, further improving cost effectiveness and efficiency.

Strategic Value:

TalentFusion has been working with BearingPoint since 2000 and has sourced, recruited, and screened thousands of candidates for them. Today we interface with BearingPoint through their web-based ATS (Applicant Tracking System) further improving cycle times and customer service. TalentFusion is BearingPoint’s primary RPO provider.

PROFILE

Industry

IT Services

BearingPoint (NYSE: BE) is a \$3B management consulting and systems integration firm with its headquarters in McLean, VA. Formerly the IT consulting arm of KPMG and spun off in 2001. BearingPoint services the following industry groups; Public Services, Communications and Content, Financial Services and Consumer, Industrial and Technology.