

“More than half of the candidates we interview are offered a job...It is a very precise process.”

—K.E., Recruiting Director; Centocor
In an interview with The Washington Post
referencing her experience with TalentFusion.

Business Challenge:

With the company facing explosive market demand for new and existing products, the Human Resources department was charged with the mission of responding to a major spike in hiring demand within the organization. It was decided that selective recruitment outsourcing on a project basis was the most effective solution. Cost was also an issue with numerous recruitment agencies submitting resumes and incurring significant fees and labor cost associated with managing the candidate flow.

Solution:

TalentFusion was selected as Centocor's recruitment outsourcing partner.

Using its exclusive TalentPath recruitment project management methodology, TalentFusion was able to identify potential gaps in Centocor's staffing capabilities and worked with the client to implement an onsite project team that provided immediate response and performance improvement.

By combining onsite process management and back-office recruiting services, TalentFusion was able to provide a solution that streamlined the client's recruitment process and yielded lower overall cost per hire than previously capable. TalentFusion successfully sourced multiple skill levels and extremely specialized knowledge talent including drug discovery scientists, researchers, MD and PhD professionals. Agencies were eliminated as a means of candidate sourcing, greatly reducing cost and internal workload. Hiring managers have a single TalentFusion point of contact. The solution is completely scalable based on Centocor's hiring demand, further improving cost effectiveness and efficiency.

Results:

Reduced overall cost-per-hire and eliminated fees from agencies and retainer firms.

A business process framework was implemented that will enable TalentFusion to rapidly scale in response to unpredictable demand while keeping costs under control with performance and customer satisfaction at a very high level. Industry

PROFILE

Industry

Biopharmaceuticals

Centocor is a \$1B+ subsidiary of Johnson & Johnson. The company is most known for the development and manufacturing of the drug Remicade used for autoimmune conditions Crohn's disease and rheumatoid arthritis. The company was founded in 1979 and acquired by J&J in 1999.