



Resourcing solutions for project management and managed service

Page Outsourcing



Page Outsourcing

YOUR GROWTH PARTNER

You are expanding. You are growing your service offerings. You are streamlining your business and centralising functions. You need not only an expert on the ground, you need one that understands your business and where it is going.

YOU NEED A TRUSTED RESOURCING SOLUTION

Page Outsourcing understands what goes into opening new markets, staffing an expanding offer, developing your employer branding, or rapidly scaling your existing or new business model. Because we have been helping clients to grow their businesses and drive transformation for over 40 years.



TRUSTED INTERNATIONAL PARTNER



“Page Outsourcing were appointed as our exclusive international partner for permanent recruitment over 12 months ago. During this period Edgewell have undergone considerable transformation as an organisation and especially in our talent management and acquisition strategy. Page Outsourcing were quickly able to understand our culture and requirements and have not only provided critical support for talent acquisition but also useful insight into our various global markets. Page Outsourcing is a valued partner and their global capability across a full range of job families has been invaluable to Edgewell.”

Suneeta Dohil , Senior Manager , Talent Acquisition

A TAILORED STRATEGY



“Due to the complexity and volume of recruitment involved in creating a new team, hiring across different levels and deadlines with role profiles for four different job descriptions, Page Outsourcing proposed pre-screening all applicants before holding assessment days in our offices.”

CFO, Barclays Corporate

DEDICATED SUPPORT



“Page Outsourcing was a valuable partner to building our expanding team. We had a dedicated account manager who managed a team of cross-functional consultants in Page Outsourcing to ensure the successful delivery of our recruitment needs, as well as providing us with the best quality talent in the market. Page Outsourcing truly worked in a collaborative way, providing key market insights and taking the time to understand our business.”

Pritesh Modhvadia, EMEA Resourcing Business Partner of ACE Group

DIVERSE SOURCING STRATEGY



“Over the last year Page Outsourcing has worked in close partnership with us to support our UK strategy to significantly grow our business by driving productivity and excellence as a core activity. Page Outsourcing exceeded our expectations, developing a bespoke recruitment solution and delivering the resourcing project in a cost and time efficient manner. Page Outsourcing have become a valuable partner and I have no hesitation in recommending their services.”

Gillian Duggan , Group HR Director, Berendsen

YOUR INTEGRATED RESOURCING PARTNER



Page Outsourcing harnesses the power of the PageGroup brands for your business. You'll benefit from the knowledge, systems and expertise gained from over 40 years in recruitment and 6,000 recruitment consultants globally; whilst only having to communicate with one dedicated resourcing partner. Your Page Outsourcing project leader will ensure you get the best out of our resources, in the most efficient time.

- Specialist knowledge across 25 disciplines and 27 UK locations
- Extensive database
- Recruitment at all levels
- Diverse sourcing strategies

Our Brands

Within our three businesses we have teams that specialise by profession and sector, meaning that we offer true specialist expertise across the widest range of business areas.

Page Executive

The executive search division of PageGroup, Page Executive offers a range of search, selection and management solutions for organisations needing to attract and retain their leadership talent. The roles we focus on typically sit at the sub-board and board levels.

Michael Page

The original PageGroup brand, Michael Page is comprised of 25 disciplines, each providing a service to a specialist area of the market. Operating at the qualified professional and management level, Michael Page recruits on a permanent, temporary, contract or interim basis.

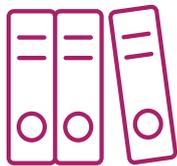
Page Personnel

Page Personnel offers specialist recruitment services to organisations requiring permanent employees or temporary or contract staff at technical and administrative support, professional clerical and junior management levels.

OUR SOLUTIONS

We recognise that businesses of all sizes and maturity can go through considerable changes for a variety of reasons such as involvement in a start-up environment, building or scaling a shared services hub, new market entry that includes the opening of offices and factories, business expansion, restructuring and listings, or simply responding to a change in business conditions and environment.

We have a model that can work across multiple industries and support all types of businesses with the following solutions:



Project outsourcing

We deliver a specific project or minimum required volume of hires

We assume responsibility over the recruitment life cycle need of certain key-areas of your company. It's our most agile offering, yet still fully tailored to you and your key business objectives. Short-term and project specific, these projects highlight the depth of talent we can call on to meet your project objectives.

Relocation • Merger & acquisition • Organisation design
Business transformation • Systems integration



Service outsourcing

Let us take care of all elements of your recruitment functions

Page Outsourcing will manage your talent acquisition and resourcing functions across all business areas. We utilise the scope and capability of our three brands, who source across 25 specialist disciplines in 27 UK locations. We have an extensive second-party supply chain to support niche and difficult to source roles as required.



Process outsourcing

You choose which elements of your recruitment process are handed over to us

In some cases you may simply need support with one area of your recruitment process. With process outsourcing, we manage your resources and meet your defined metrics, before handing back to your HR team. This could entail us taking partial ownership of the recruitment process, liaising between HR and candidate, or even integrating with your in-house HR tools. We can provide extensive additional resourcing services, including:

Market mapping • CV sifting • Psychometric testing • Assessment centres

HOW DOES PAGE OUTSOURCING DELIVER?



Your Established and Trusted Partner

Since being founded in 1976, PageGroup has grown organically to become one of the world's leading professional recruitment consultancies. Today we employ over 1,500 people across 27 UK locations, supported by a global network across 36 countries. We have grown by specialism and have 25 specialist businesses, from finance, to HR to procurement and supply chain. All our consultants are specialists in their function, sector and location. Which means you benefit from unrivalled breadth and depth of over 40 years' experience.



Recruitment at all levels

We put our three powerful brands to work for you, utilising the synergies between them to recruit from entry, to middle level, to senior roles.



Innovative recruitment technology

- Flexible vacancy management system
- Video interviewing/online screening
- Skills mapping and insight



Diverse sourcing strategy

Using your employer branding, we locate the candidates you need, reflecting your company's vision from the beginning. Our robust talent identification strategies involve social media, job boards, targeted search and our regional and global databases.



A tailored strategy

We develop your project plan from the ground up: setting out committed timelines and delivery dates and full reporting accountabilities designed to suit your needs and objectives, not ours. Our use of knowledge is reflected in our stellar track record and our commitment to tailored solutions; we know one size does not fit all.



Transparent and results focused pricing

- No 'hidden costs'
- Fair and quality-focused rates
- Flexible cost model tailored to your needs and linked to us achieving your goals



Dedicated account management/support

Your project leader is assigned for the duration of the task, alongside any further resources needed to meet your deadlines and objectives. Selection processes start when we build your team to suit the needs of your company and project; Page Outsourcing can seamlessly integrate anywhere thanks to our size and expertise.



Employer brand development

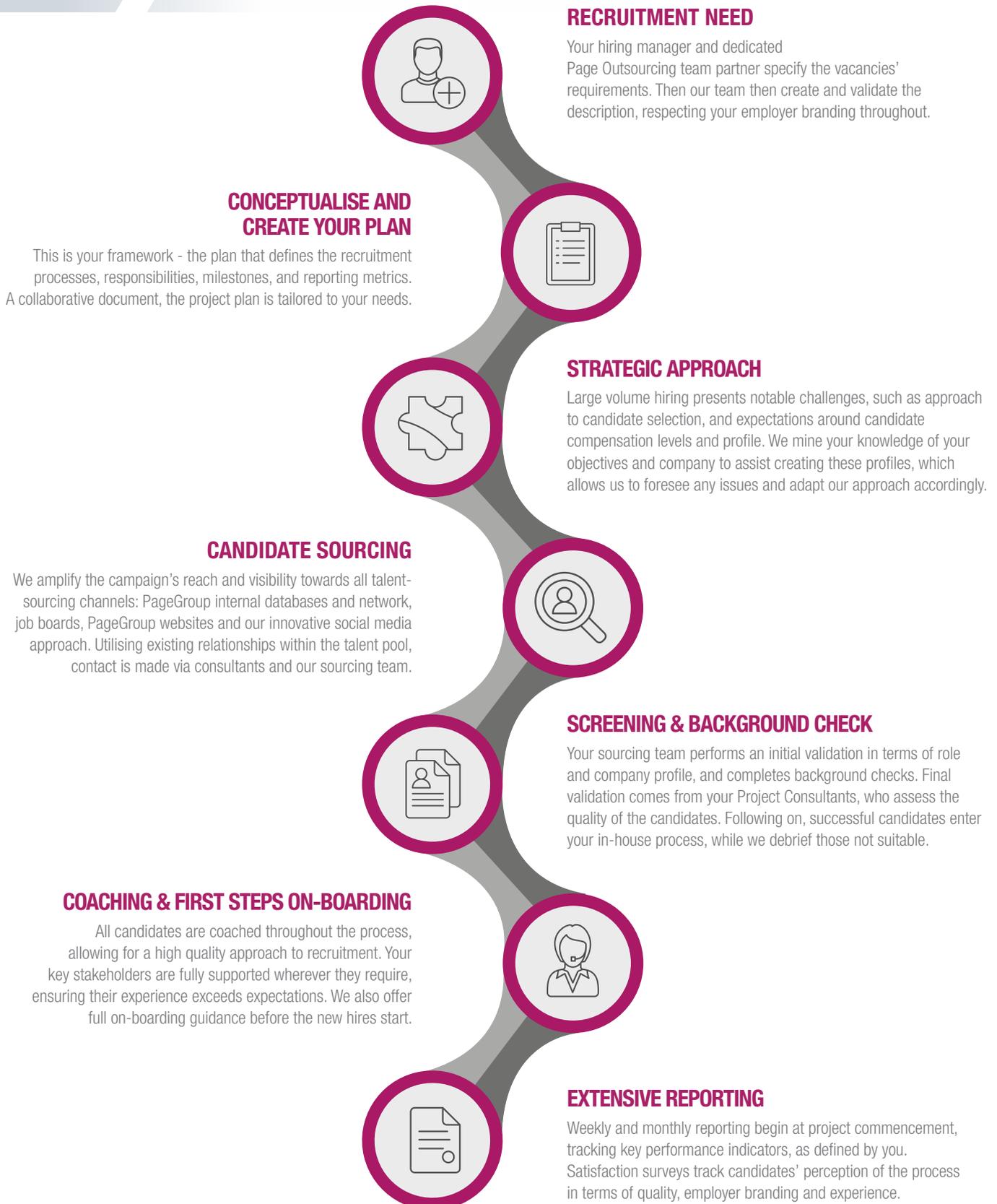
Your company's image is the mirror by which we attract, engage, develop and retain the best talent for you. We'll help ensure your business is seen in the best light possible at all stages of the process.



Global reach

With multi-country databases, international search and sourcing capability, and genuine expertise, we are your local personnel people.

MANAGING YOUR PROJECT





YOUR TEAM OF EXPERTS

From the beginning, your business needs, organisation and culture are what define your project. Our people, your recruitment experts, optimise your recruitment and mobility processes, locating the talent to drive your current and future strategy.

We think of the candidates we find as people, not employees. For this reason, we find brand ambassadors; the cream of the crop.

Your Page Outsourcing team only uses experienced professionals, experts in industry, function, programme knowledge, and industry best practices.

Your Page Outsourcing team is made up of the following:

Local Project Leaders:

Highly qualified, vastly experienced and with great track records – this is your single point of contact in Page Outsourcing. They are senior business leaders or senior management that control resources and ensure that your objectives are met. They task your process facilitators, who ensures the process is faithful to your employer branding.

Dedicated Sourcing Team:

You have the flexibility to choose whether or not you use our dedicated candidate sourcing specialists to represent your employer brand, who also ensure candidates fit your company's values. Their strategic focus on both online and offline means they are the first, in-depth screening element against your job requirements.

Local Project Consultants:

Experts in specialisation, they understand deep drilling in terms of sourcing and selection techniques. They have the experience, the expertise, and the track records to provide you with the high-quality and function-specific candidates you need, acting as a bridge between project leaders and the sourcing team.





SUCCESS STORIES

HR TRANSFORMATION AND CHANGE PROGRAMME

Sector/
Industry:
FMCG

Head
Quarters:
USA

Employees
worldwide:
6000

Project
location:
EMEA and APAC

Timeframe:
12 months

THE PROJECT PARTNER

Global consumer organisation with a portfolio of global brands, including Wilkinson Sword, Hawaiian Tropic, Playtex and Wet Ones.

50 roles filled



50

**Partnership extended
after initial 12 months**



The Brief

- Support HR transformation and change programme resulting from a demerger
- Recruit for a range of multiple job families across a range of international locations in EMEA and APAC

Our Solution

- Established a Global Account Team aligned to each individual Edgewell market, ensuring local insight and talent attraction strategies.
- Global Account Director supplied comprehensive monthly management information

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SUCCESS STORIES

BUILDING A SHARED SERVICE CENTRE

Sector/
Industry:
Transport

Head
Quarters:
Germany

Employees
worldwide:
13000

Project
location:
Glasgow

Timeframe:
2 weeks

THE PROJECT PARTNER

East Anglian arm of a UK wide and European train operating company.

24 part-time roles filled



Two week turnaround



Many part-time hires became permanent



The Brief

- Support the opening of a new shared service centre
- Recruit 16 full-time position to cover an increase in workload on a long term basis
- Short-term turnaround of two weeks to support the awarding of a new contract

Our Solution

- Advised to hire part-time staff on an interim basis, in order to ease the burden on reduced desk space in the office and allow the client to flex hours to cover busy periods
- Targeted the student population in Glasgow.
- Attraction techniques included targeting the universities, placing job ads on their websites and encouraging referrals to get suitable candidates in week one.
- Assessed more than 50 candidates in the second week to identify 24 successful candidates; accompanied by working on compliance and covering any drop outs.



SUCCESS STORIES

DEVELOPING A CENTRALISED PROCUREMENT DIVISION

Sector/
Industry:
Energy

Head
Quarters:
France

Employees
worldwide:
153000

Project
location:
Sheffield, Nottingham, London

Timeframe:
5 months

THE PROJECT PARTNER

French multinational electric utility company, which operates in the fields of electricity generation and distribution, natural gas, nuclear and renewable energy.

7 roles filled



7

Across multiple levels



The Brief

- Support the opening of a new, centralised Procurement Division
- Identify key positions to the Engie Procurement function across all levels, over three locations
- Recruit for nine procurement roles

Our Solution

- Appointed an Account Director to ensure Engie had one primary point of contact for the project
- Briefed the dedicated sourcing team on all aspects, including; Engie Overview, vision of the Procurement Team, timescales/process as well as ensuring all candidates were met face-to-face
- Provided candidate shortlist



SUCCESS STORIES

SUPPORTING TRANSFORMATIONAL CHANGE

Sector/ Industry:
Textile maintenance services

Head Quarters:
London

Employees worldwide:
15000

Project location:
UK Nationwide

Timeframe:
6 months

THE PROJECT PARTNER

The leading European textile and hygiene supplier operating in organisations including hospitals, hotels, restaurants, manufacturing and pharmaceutical companies.

140 roles filled



140

11 disciplines



Across 60 UK sites



The Brief

- Support organisational capability review of sixty site, UK wide, management team.
- Ensure there was no loss of resource and site productivity during the change project
- Simplify organisational structures within its business and realise the subsequent operational and cost efficiencies

Our Solution

- Page Outsourcing partnered directly with the internal HR team
- Alignment of resourcing policies, selection tools and assessment processes
- Assessment of redeployment the individuals who were not successful through the organisation change process
- Designed and implemented a rigorous and compliant recruitment and selection processes
- Production of weekly metrics and statistics against pre-agreed fill ratios



Page Outsourcing has worked in close partnership with us to support our UK strategy to significantly grow our business by driving productivity and excellence as a core activity. We initiated an organisational capability review of our sixty site, UK wide, management team coupled with a project to simplify the organisational structures within the business and realise the subsequent operational and cost efficiencies. Page Outsourcing partnered directly with my internal HR team to deliver the resourcing project. Page Outsourcing exceeded our expectations, developing a bespoke recruitment solution and delivering the resourcing project in a cost and time efficient manner. Page Outsourcing have become a valuable partner and I have no hesitation in recommending their services.



SUCCESS STORIES

BUILDING A SHARED SERVICE CENTER

Sector/
Industry:
Manufacturing

Head
Quarter:
USA

Employees
worldwide:
+6000

Project
location:
Costa Rica, Malaysia, Poland, UK

Timeframe:
**February 2016
Ongoing**

THE PROJECT PARTNER

A leading water technology company committed to “solving water” by creating innovative, smart technological solutions to meet the world’s water, wastewater and energy needs.

160 candidates placed



160

**Full scope of hiring, from junior
accounting to SSC director**



All employed on permanent contracts



The Brief

- Migrate 130 positions to Poland from different business units across Europe to create a new Shared Service Center (SSC)
- Necessity to fill positions rapidly, and present only high quality candidates
- Align project brief and expectations to current market conditions in country

Our Solution

- Four consultants from Michael Page and Page Personnel divisions were tasked to this project
- Strategy used multiple sourcing channels: utilising our database, social media distribution and job advertisements

“ WE USED MULTIPLE SOURCING CHANNELS,
COUNTING ON OUR DATABASE, SOCIAL MEDIA
AND JOB ADVERTISEMENTS

Page Outsourcing

www.michaelpage.co.uk/page-outsourcing

Part of PageGroup

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