



**THE UPDATE**

**– how to attain long-term profit without  
recruitment agencies**

RECRUITMENT REVOLUTION

# INNOVATIVE / UNIQUE / SUSTAINABLE



For companies from all industries, Recruitment Revolution GmbH offers the opportunity to forego the services of recruitment agencies and benefit from the respective cost-savings. Our assessment will enable your company to fill any position – regardless of its specification – on your own/without external support. Apart from the basics for the composition of an expert team, our offer also includes the most diverse strategies as well as different instruments and procedures, which 90 per cent of the surveyed HR-departments do not know yet.

# INSOURCING **INSTEAD OF** OUTSOURCING

## Core business - Recruiting

The most valuable resource of a company is the human resource. Who knows the branch, the company, its culture and its needs better than you? So why should you outsource this process? The staff of the human resource department are the pulse of the company and will know better than anybody else, which candidate will be the best one to fill a vacancy. So it's time to take hold of the recruiting on your own! We will enable your staff, with the help of our customised training programmes, to fill each position in every branch – independently.



### Strengthen your team

Plan your recruiting hand in hand within your company and the different departments. So you don't have to give the recruiting process and your future co-worker out of the hands at any time.

### How to be "up to date"

The age of digitalisation provokes important transformations: Classical careers change continuously, but at the same time specialised professionals with profound technical skills will be increasingly in demand. Our sustainable support will help you to be always updated about the latest developments in active recruiting.

### Experts-on-demand

We make your company independent from the selection procedure of external partners. Since you also have access to the world's biggest network – the internet – we will show you how to efficiently use this network in the „War for Talents“.

### Staff retention

The first impression is decisive – not only for the employer but also for the employee. We show your company how to find the best experts for your needs and how to contact them directly. Give your future co-workers the chance to directly know your company, from the first contact on, and you, on the other hand, will get an immediate impression of the candidates.

# EXPIRATION AND IMPLEMENTATION



## Analysis

Actual state analyses and inventory of recruiting strategies and procedures

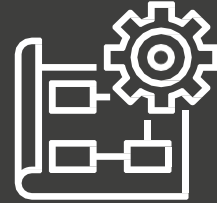
Determination of the desired target state and measurable training goals



## Conception & Planning

Entreprise-optimised specification of the recruitment-revolution-programme and customisation of the training contents

Elaboration of a hiring concept and creation of an internal recruiting team (Revolution-VIP-Programme)



## Performance & Training

Target-oriented performance within the announced timeframe

Transfer of skills, procedures, strategies and instruments for a successful candidate recruiting process



## Evaluation

Review of the performance level and performance analysis of the participants

Control of the transmitted knowledge by intermediate tests and feedback conversations.



## Putting into practice

Ensure the transfer into working routines during the process

Application of the transmitted knowledge on presently existing vacancies in the company



## Final exam

Completion of the training programme by participating in final exams

Certificates are awarded to the participants at the end of the training



## Follow-up

After the end of the training – if the customer wishes, during the first 12 months – Recruitment Revolution will perform a controlling of the practical implementation, including a readjustment/adaptation of the transmitted knowledge.



# CASE STUDY – LOGISTICS

## Baseline situation

“If a logistic company like FERMONT needs 88 days to fill a vacancy, customers may become impatient, not to mention the extra work for the rest of the staff ...” These are the words of IHK- Vice President Susanne Freifrau von Verschuer on the first HR Logistics and Mobility Summit. This situation was also recognised/identified by a mid-size company from the logistics sector, which started to carry out activities to improve their employer attractiveness and to strengthen employee loyalty, even before we began our cooperation. But in spite of the different measures employed, such as the introduction of a programme for the recommendation of employees, they still needed external staff recruiters (although this kind of cooperation was nothing more than the “plug-hole-principle”). There was no efficient long-term solution in sight to cover the constant need of skilled professionals. While the branch could register high growth rates during the last years, the market of skilled employees did not keep pace. The wrong stereotypical image of logistics is responsible for a demographic change in the branch, which will lead to dramatic bottlenecks in terms of skilled professionals/executives and young talents. The lack of attractiveness of the branch and the application of classical recruiting processes hindered the recruitment of candidates. Looking for a final solution for the lack of skilled staff for their executive tasks, technicians for cargo handling and warehouse logistics, as well as dispatchers and drivers, the company came up to us.

## Solution

After our analysis of the customer’s current recruiting strategies and resources, he chose our Revolution-VIP-Programme and opted for the subsequent joint reconstruction of an internal recruiting department.

## Result

During the period of know-how-transfer to the co-workers from the recruitment department, the company was enabled, in no more than 3 months of cooperation, to autonomously fill 4 vacancies, which meant a cost saving of 63,452 EUR . These are the costs they would have assumed for the services of their former recruiting agency. Our customer reached the break-even-point after only 7.5 months with a ROI of 80.93 % for the first year.

(statistics on page 6 to 7)



# ROI-ANALYSIS



## RECRUITMENT REVOLUTION

ROI-Calculator (VIP)	1st year
Positions per year by recruitment agencies	34,00
Average salaries per new vacancy for the company in EUR (gross)	67.500
Remuneration for external staff recruiter in % per vacancy	23,50
Costs for external staff recruiters per recruitment in EUR (net)	15.863
Total costs for external staff recruiters in EUR (net)	539.325
Recruitment Revolution GmbH one-off costs in EUR (netto)	161.798
Number of new internal recruiters	2,83
Free positions (minimum) per internal recruiter/year	12,00
Fixed salary per internal recruiter/year (in EUR/gross)	40.000
Bonus per filled position for the internal recruiter in % per vacancy	1,00
Fixed salary + bonus per internal recruiter/year (in EUR/gross)	48.100
Bonus per filled position for the internal recruiter (in EUR/gross)	675
Total costs for internal recruiters/year (in EUR/gross)	136.283
Total costs for the company/year without external recruiters (in EUR/gross)	298.081
Savings for the company by Recruitment Revolution during the first year (in EUR/gross)	<b>241.244</b>
Saving for the company by Recruitment Revolution per month (in EUR/gross)	<b>20.104</b>
ROI in %	<b>80,93</b>

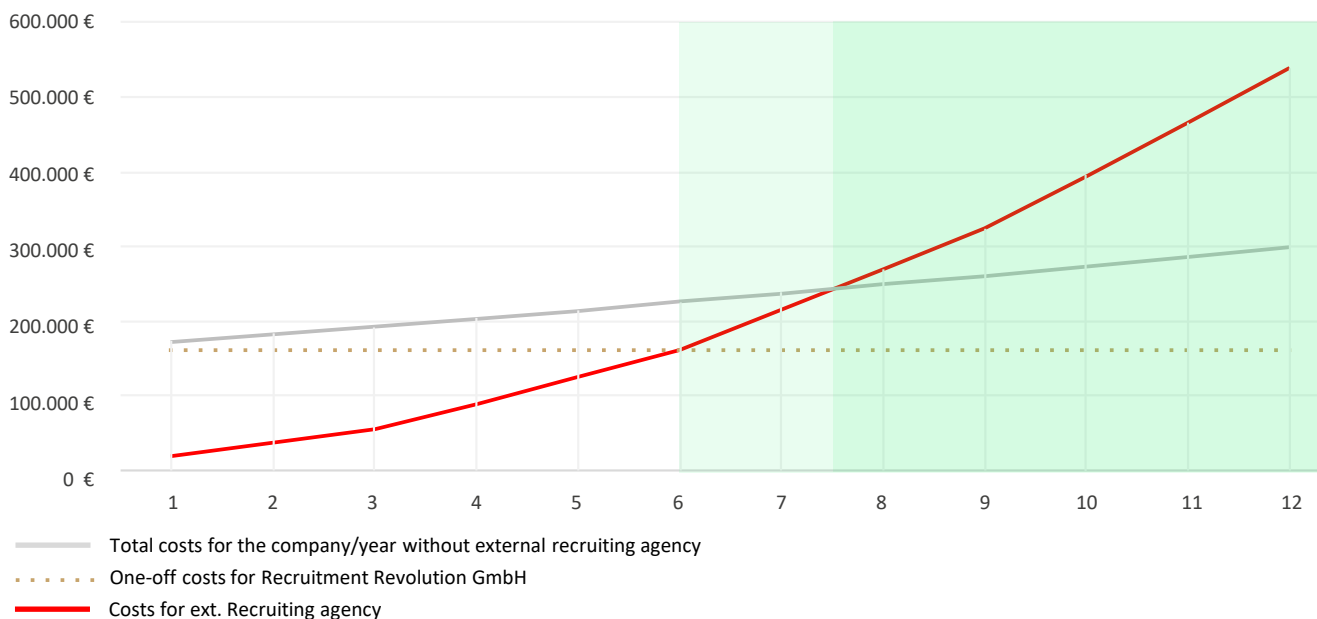
# BEP – ANALYSE & STATISTIK



RECRUITMENT REVOLUTION

BEP (VIP)	1st year											
Month	1	2	3	4	5	6	7	8	9	10	11	12
Internal Recruiters	2,83	2,83	2,83	2,83	2,83	2,83	2,83	2,83	2,83	2,83	2,83	2,83
Filled Positions/ Recruiter	0,40	0,40	0,40	0,80	0,80	0,80	1,20	1,20	1,20	1,60	1,60	1,60
Occupied posts	1,13	1,13	1,13	2,27	2,27	2,27	3,40	3,40	3,40	4,53	4,53	4,53
Cum. occupied posts	1,13	2,27	3,40	5,67	7,93	10,20	13,60	17,00	20,40	24,93	29,47	34,00
Costs for ext. recruiting agencies in EUR	17.978	35.955	53.933	89.888	125.843	161.798	215.730	269.663	323.595	395.505	467.415	539.325
One-off costs for Recruitment Revolution GmbH in EUR	161.798	161.798	161.798	161.798	161.798	161.798	161.798	161.798	161.798	161.798	161.798	161.798
Total costs for the company/year without ext. recruiting agencies in EUR	172.007	182.216	192.426	203.400	214.375	225.349	237.089	248.828	260.568	273.072	285.576	298.081

Statistics Break-Even-Point



# YOUR ADDED VALUE



## Overall control

Never relinquish the recruitment procedure. You will keep control about the overall process from the very first contact with the candidate until contract signing.

## Less fluctuation

No exaggerated information trying to attract and direct a candidate from an external place to your company. Your new co-worker will know what to expect from the very first moment .

## “On-Demand“

If necessary, you can occupy key positions in your company from your own resources and thus keep the overview about the current recruiting situation at any time.

## Find the ideal candidates staying independent

The access to the biggest network of qualified professionals in the world will help you to find your ideal candidate on your own, without any pre-selection by a recruitment agency.

## Increased appreciation of the employee

Increase the appreciation of a potential employee from the first contact on by your own in-house staff member.

## Reinvestment and strengthening of financial resources in your company

Invest the saved resources in your own company and your co-workers. Increase the cashflow and increase your stock performance.

## Improved presence and better reputation on the market

Avoid alienating your potential candidates and do not damage your reputation by employing external service providers. The candidates will exclusively be recruited by the highly motivated members of your staff who will personally contact and persuade them.







# RECRUITMENT REVOLUTION

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