

Recruiting Strategy

Optimizing return on investment during the build-phase

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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

Your key questions, challenges and objectives



- Where can you source the right talents?
- How do you find the best talents? How can you address the challenges posed by skilled labor shortage?
- How can you recruit with diversity and/or sustainability in mind?
- How can you increase your market presence? What advantages can you offer to a talent?
- How does a future-oriented recruiting organization look like?

How we support



- Industry-driven advisory and best practices to guide your recruitment strategy and the set up of your recruiting organization
- Analysis of current gaps and future workforce demands
- Enhancement of your organization's market presence through the establishment of a robust employer brand
- Identification of targeted recruiting channels aligned with your specific industry and organizational needs
- Utilization of industry analysis, data-driven insights and salary benchmarks to attract top-tier talent
- Support in implementing recruitment metrics/dashboards, technology, diversity and sustainability strategies

Examples of relevant credentials

 Pre-phase – Site selection and state subsidies

 Pre-phase – Other

 Build phase – Core business  Build phase – Support processes

KPMG 

Realignment of the HR Practice With a Focus on Talent Acquisition (Automotive Supplier)

Definition of a global talent acquisition strategy including a differentiated product portfolio, target group -specific processes and a redefinition of the talent acquisition organization, global concept roll-out, recruiting system vendor selection

2021

KPMG 

Development of an Employer Brand (Pharmaceutical)

Development of an employer brand for a hidden champion in the pharmaceutical field

Roll out of employer brand in marketing campaign supported by creative agency

2020

KPMG 

Recruiting and Sourcing (Energy)

Target group segmentation, definition of new recruitment products and processes, redesign of roles and system implementation

Target group strategies, design of personas, selling stories and sourcing strategies, training of business and recruitment organization

2022

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HR Strategy, Skill Mgmt. & Recruiting (Manufacturing)

Derivation of the HR strategy from the business strategy, determination of strategic skills needs, validation of key functions and relevant target groups, development of recruiting strategy to fill skill gaps

2023



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