



A Direct Sourcing solution for the world's largest aerospace company to support their MSP



Since 2022, CXC Talent has established itself as the top provider of contingent workers for our Client and continues to maintain consistent delivery. This has seen the successful delivery of over approximately 100+ skilled individuals across an array of niche industries, across several countries throughout the EMEA region.

At a glance

Challenge

Across Europe, our Client and its subsidiaries faced increased challenges with identifying niche candidates, whilst facing inflated margins, and process inefficiencies.

Solution

The CXC Talent Sourcing team carried out a review of Client's requirements, market rates and process pinch points. We then proceeded by aligning a dedicated Talent Sourcing team, with both niche vertical and relevant industry experience. CXC's competitive sourcing fee ensured Client would also achieve their desired cost savings.

Results

Within 12 months of implementation, CXC Talent have become the number one provider of contingent labour resources into the Client's MSP Programme, across multiple regions in the EMEA region. The team have been responsible for hiring approximately 100+ requirements across a multitude of specialist skill sets.

• Industry

Aerospace & Manufacturing/
Defense, Space & Security

• Company size

156,000 employees

• Headquarters

Arlington, Virginia, USA

• Founding year

1916

Company

Our Client is the world's largest aerospace company and leading manufacturer of commercial jetliners, defense, space, and security systems, and service provider of aftermarket support. As America's biggest manufacturing exporter, the company supports airlines and government customers in more than 150 countries.

Their products and tailored services include commercial and military aircraft, satellites, weapons, electronic and defense systems, launch systems, advanced information and communication systems, and performance-based logistics and training.





Background

Across Europe, our Client and its subsidiaries faced increased difficulties with attracting and engaging with the right talent across a number of its regularly hired requirements. In addition to this problem, the efficiency and associated costs were also impacted with contingent worker costs and inflated margins on the rise.

Client required a specialist provider who understood their requirements and industry, in order to attract the right candidates. It was also essential that they were able to reduce their costs in order to achieve their growth plans and continue to deliver to their customers.

Whilst identifying talent was a challenge, it was also important to them that the candidate experience when engaging with their brand was of the highest quality, and the service delivered was a full end-to-end solution consisting of compliance and payroll, across multiple regions.

Our solution

In 2022, CXC introduced a dedicated Talent Sourcing team, to support the Managed Service programme (MSP) for Client and its subsidiaries in Germany, Poland, and Sweden. This solution included the full recruitment and candidate compliance lifecycle, ensuring a high-touch process was experienced by both the hiring community and the candidate market.

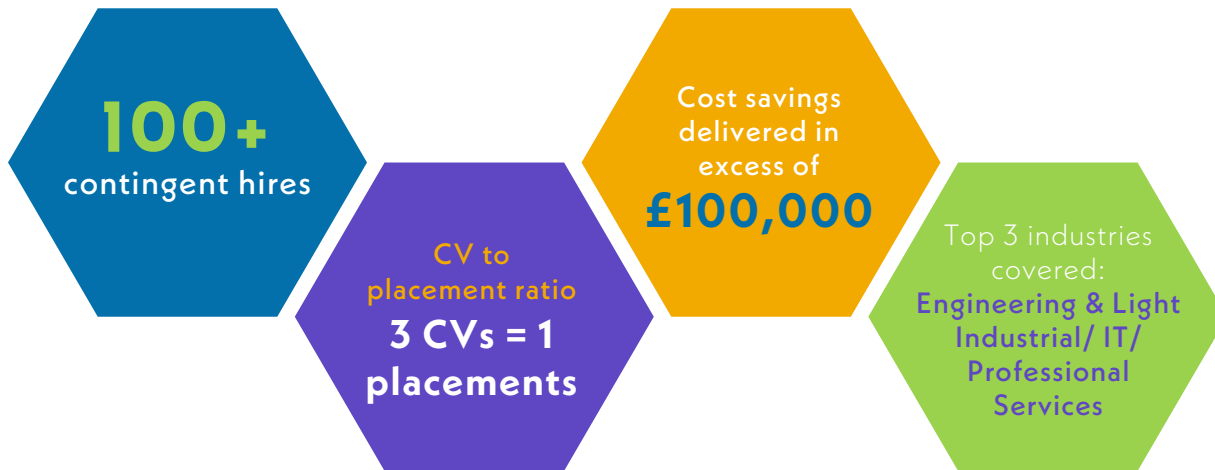
As part of the solution, a detailed qualification of every role is undertaken with the hirer, to ensure the requirements are fully understood while providing up-to-date market analysis of rates and candidate skills shortages, before sourcing is commenced. The CXC Talent Sourcing Team utilise a suite of technologies, which includes the use of Artificial Intelligence searching, to identify, screen, and present quality talent.

As well as the search and selection process, CXC Talent also provides a comprehensive compliance and payroll process for its workers, ensuring that the relevant security and client compliance standards are met. Utilising our experience and established entities throughout the EMEA region, a full end-to-end process, including payroll, is now in full use.









Results



Since 2022, CXC Talent has established itself as the top provider of contingent workers for our Client and continues to maintain consistent delivery. This has seen the successful delivery of over approximately 100+ skilled individuals across an array of niche industries, across several countries throughout the EMEA region. By utilising the CXC sourcing function, Client has achieved in excess of £100,000 worth of cost savings, in comparison to the inflated margins of its competition during 2023 alone.

Our recruitment function provides a full recruitment life-cycle service, wherein we use talent pools, market sourcing, business and marketing intelligence insights. We offer full support and Employee of Record services to workers engaged via CXC, which includes dedicated payroll and compliance teams.

Other achievements include:

-  Improved manager experience due to one stop shop and dedicated team for recruitment facilitation.
-  Streamlined onboarding and background check process improving candidate experience.
-  Both cost, and more importantly, time savings for the business and its hiring community.
-  All contingent workers paid on time every time.

What's the next step for you?

Contact us today to see how CXC can help you identify niche talent for your organisation with a tailored sourcing solution, saving you time and money.

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