QX
RECRUITMENT
SERVICES

£415K Profit & 414% ROI: How a Leading Tech Recruitment Agency in the UK Transformed Their ATS

About the Client

Our client is a leading tech global recruitment company in the UK.

Business Challenge

The client faced several technical and operational challenges:

▶ **Inefficient ATS Database:** Newly adopted ATS lacked the quality database required for optimal functionality.

▶ **Outdated Candidate Pool:** A database of 80,000+ candidates was outdated and inefficient, preventing scalability.

▶ **Limited Candidate Visibility:** The limited visibility of candidates reduced the client›s ability to respond to high-volume demands.

▶ **Concerns Over Smooth Transition:** Concerns over internal and external impacts of a transition to improved data management.

How QX Helped?

We implemented a robust and scalable solution to address the client's challenges:

▶ **Offshore Database Cleansing:** A team of 3 FTEs started database optimisation in Aug 2017, growing to 20 FTEs by Sept 2022.

▶ **Enhanced ATS Performance:** Optimised candidate search, increasing visibility and accuracy while reducing recruiter engagement time.

▶ **Data Integrity Improvement:** Updated CVs, removed 15,000+ duplicate profiles, and updated new candidates with niche skill sets.

▶ **Efficient Candidate Tagging:** Efficiently tag candidate profiles with precise industry and sector details. This enhances ATS performance and enables clients to deliver candidates ahead of competitors.

Key Achievements

▶ **414% ROI:** Through enhanced ATS efficiency and improved candidate visibility.

▶ **£415,753 Gross Profit (FY 2022-23):** Generated via active candidate sourcing in SAP recruitment.

▶ **82+ Indirect Placements:** Achieved in 18 months through proactive talent pipeline development.

▶ **77 Direct Placements:** Secured in 18 months by improving search accuracy for niche SAP roles.

▶ **Zero Duplicates:** Removed 15,000+ duplicates, streamlining the ATS for efficient talent sourcing.

▶ **Faster Candidate Delivery:** Accurate tagging enabled faster placements, beating competitors.

▶ **New Leads:** Gather market insights from candidates to generate new business leads for clients.