

# UK Real Estate Leader Filled 260 Roles in 9 Months While Cutting Hiring Costs by 35%

## About the Client

A global leader in real estate, property management & investment services.



## Business Challenge

- ▶ **Internal Recruitment Process:** The client's recruitment process lacked structure and faced inefficiencies, leading to delays in hiring key roles.
- ▶ **Communication Gap:** Their decentralised operational structure caused communication bottlenecks, hampering swift decision-making and candidate engagement.
- ▶ **Expansion & Scalability:** With an aggressive goal to expand market reach, the client needed to scale up recruitment efforts while controlling costs.
- ▶ **Higher Costs:** The cost of recruitment was above target, affecting overall profitability and limiting growth potential.

## How QX Helped?

- ▶ **Sourcing Optimisation:** We overhauled their recruitment process, streamlining the sourcing methodology to improve candidate identification and engagement.
- ▶ **Increased Sourcing Capacity:** Our team restructured their talent pool management, ensuring consistent candidate flow, which significantly boosted the number of quality candidates in the pipeline.
- ▶ **Cost Optimisation:** Leveraging offshore recruitment support, we rebalanced their recruitment budget, enabling them to reduce hiring costs while maintaining high-quality standards.

## Key Achievements

- ▶ **100%** job fulfilment in FY24–25 and 86% already achieved this FY with 260 starts.
- ▶ **50%** of all roles — including technical openings, closed within 30 days.
- ▶ **75%** of requisitions successfully closed within 4–6 weeks.
- ▶ **35%** recruitment cost savings by optimising hiring operations without compromising candidate quality or compliance.
- ▶ Optimised resource utilisation with **100% quality** consistency, surpassing last year's offer volume within just the first 9 months.