

UK Real Estate Leader Filled 216 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

- ▶ **216 Hires in 9 Months:** Successfully filled 216 roles since January 2024, meeting urgent hiring needs.
- ▶ **95%+ Job Closure Rate:** Reduced open vacancies by 25%, with over 95% of jobs closed swiftly.
- ▶ **30% Recruitment Cost Savings:** Optimised the recruitment budget by 30%, achieving significant savings without compromising quality.
- ▶ **50% Jobs Closed in 1 Month:** Half of all assigned roles, including technical positions, closed within a month.