

Using innovation to attract top talent for our clients

Our client, a multinational consumer goods company needed to revisit their recruitment processes at the onset of the pandemic.

Key Challenge

With face-to-face interviews obsolete due to the pandemic and our client's lengthy hiring processes seeing them increasingly lose top digital and technology talent to more nimble, fast-moving organisations, our MNC client required a remote, streamlined process to quickly innovate their recruitment practices.

The new recruitment process needed to enable our client to continue to attract the best candidates in the market, whilst allowing numerous key stakeholders and senior executives to screen multiple candidates quickly and simultaneously and ensuring adherence to all the compliance legislation that exists around hiring.

What we did

Space Executive introduced a new smart, efficient video interview process. Candidates were sent pre-screening qualification questions and asked to submit their responses online in a short video.

Space Executive would then work with the client to screen these responses before the pre-qualified candidate snippets were shared with key stakeholders and senior management prior to the commencement of the formal interview process.



- ✓ **Space Executive works as consultative recruitment partner**
- ✓ **New video interview process established**
- ✓ **60% reduction in time to hire**

Why Space Executive

Using our in-depth knowledge of the client's existing processes and the current recruitment market enabled Space Executive to work alongside the MNC as a consultative recruitment partner in implementing their remote recruitment practice.

Working closely with our client we implemented an innovative recruitment process that facilitated the client's ability to process more candidates in a much shorter timeframe while increasing the visibility of these candidates to senior management and all key stakeholders.

This new process has now replaced the client's existing recruitment processes and is their principal, global recruitment practice.



Overall Benefits

- S** The video interview process enabled the client to process numerous candidates simultaneously, where previously sourcing and screening was a lengthy process taking several weeks and reliant on numerous individual contributors
- S** The smart interview process has reduced the time it takes to make a placement from 4 to 5 months to 4 to 6 weeks
- S** Our client is no longer losing top talent to faster, more nimble startups and organisations