



case study

Randstad Corporate Services

clients are saying:

“Randstad has been a flexible, innovative, and customer driven partner for Millennium in many ways. Due to growth attributed to an unexpected acquisition, we needed to expand the staffing team quickly. Randstad loaned us one of their professional recruiters, saving us time and money and enabling us to meet our business objectives.”

— **Pamela Saras,**
Senior Director of Staffing
Millennium Pharmaceuticals:
The Takeda Oncology Company

client overview

A world leader in cancer research and development of oncology drugs, Randstad has a long-standing partnership with this client, and services their US Operations through a centralized Managed Service Provider model.



leadership in the life sciences

Over the past decade, Randstad has built upon successes with biotech and pharmaceutical clients to establish a reputation for excellence. Clients turn to us to fill hundreds of positions each year, from Lab Technicians and Documentation Specialists, to Clinical Data Managers and Medical Directors. Talent and clients choose Randstad because of our dedicated life sciences recruiters, who often have advanced degrees and biopharmaceutical industry experience in the lab or managing clinical trials.

This is an example of a client who leased one of Randstad’s Life Sciences specialists to drive results in their own business.

the challenge

This client experienced unplanned growth. A sudden expansion in the development pipeline meant new business demands, creating a flood of about 200 new positions to be filled; this meant a dramatic increase in recruitment work.

With the positions filled after this surge, the client’s staffing group’s workload would return to a steady state - so hiring a permanent staff member was not an option; this client needed a solution that would:

- Save money over hiring contract recruiters
- Minimize fees paid to permanent placement agencies
- Maximize value of the candidate database already in the client’s applicant tracking system (ATS)
- Have minimal ramp up and immediate impact

the solution

Rather than hire contract recruiters or release the open positions to search firms, the client took advantage of the resources available through Randstad, a global leader in staffing.

For a fixed fee, the client was provided with one of Randstad’s skilled recruitment professionals, specializing in life sciences, to fully integrate with their recruitment staff.

the results

Leasing a recruitment professional from Randstad has allowed this client’s staffing operations to seamlessly absorb their added organizational demands.

- In the first year of the leasing agreement, the client saved more than \$50,000 over adding a full-time contract Recruiter.
- Randstad’s recruiter was able to minimize agency use.
 - This significantly reduced transactional burdens on the client’s staffing group.
 - A company calling these requisitions to agencies would have exceeded \$1 million in fees.
- The Randstad recruiter, whose client and industry knowledge created rapid realization of results, was a turnkey solution.

