

Nomination: 7788

Apexon- Best Talent Acquisition Process- Optimize I Scale I Digitize

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Apexon
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Apexon- Best Talent Acquisition Process- Optimize I Scale I Digitize
Category B01 - B64 Achievement > B46 - Best Talent Acquisition Process
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Apexon is a digital-first technology services firm that brings together distinct core competencies – in AI, analytics, app development, cloud, commerce, CX, data, DevOps, IoT, mobile, quality engineering and UX to help businesses capitalize on the unlimited opportunities digital offers. Backed by Goldman Sachs Asset Management and Everstone Capital, Apexon now has a global presence of 15 offices across 4 continents. In 2020, Goldman Sachs Asset Management's acquisition marked the start of transformative journey. Subsequent acquisitions of Saggezza and Gathi Analytics in 2021, along with mergers involving Apexon and Adapty, accelerated this change. These processes concluded in March 2022, leading to integration of One Apexon in April 2022. The complex multi-stage journey posed challenges affecting ROI. Suboptimal employee experience due to lack of pre-onboarding/post-onboarding support impeded top talent recruitment, while fragmented talent acquisition processes increased non-compliance risks and legal challenges. The absence of standard policies resulted in inconsistent employee referral systems, misaligned incentive structures, and inadequate vendor vetting, impacting operational efficiency. Under-utilization of the talent acquisition team, lack of a centralized vendor management office, inconsistent data reporting, and insufficient analytics further compounded recruitment inefficiencies. Absence of automation led to bottlenecks, hindering timely hiring goals and exacerbating recruitment momentum challenges.
b. Outline the team's or organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required To address challenges and enhance talent acquisition and employee experience, Key Result Areas (KRAs) focused on cost-efficiency, quality enhancement, speed of hiring, and superior employee experience, were aligned with Apexon's strategic goals: 1- Becoming an "Employer of Choice": Automated Onboarding via ATS- Streamlined onboarding of new hires through automated processes via ATS in collaboration with other Teams. Buddy Program: tailored welcoming approach ensured personalized support for new hires, fostering a welcoming atmosphere Centralized Information Portal: a dedicated one-stop information portal granted seamless resource access, enabling rapid productivity. Unified Employee Referral Bonus Program (ERBP) & DEI Focus: Consistent ERBP aligned with DEI goals, incentivized referrals for a more inclusive workforce. Inclusive Candidate Experience Focus: The Talent Acquisition Team prioritized inclusive candidate experiences throughout the hiring process to enhance employer brand 2- Implementing process improvements for operational efficiency: Apexon's commitment to operational efficiency is evident through AI integration, customized ATS systems, and strategic partnerships with RPOs, automating key hiring tasks, expediting processes, improving talent quality, reducing costs, and enhancing user experience. Investment in professional development empowered the TA Team to attract top talent, reinforcing the organization's reputation as an employer of choice. Reporting Optimization provided standardized dashboards and metrics, enhancing strategic decision-making, ensuring data integrity, and fostering performance accountability. 3- Costs Optimization: Apexon utilized SharePoint for SubCon Margin Optimization, integrated with ATS for cost-effective hiring and leveraged data analytics for revenue growth. Strategic RPO partnerships and standardized Vendor Management Operations accelerated hiring, optimized costs, ensured uniform vendor performance, and drove operational efficiency.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Post-merger, chaotic talent acquisition processes led to revenue loss and inefficiency. Streamlining was crucial for efficiency, cost optimization, and team productivity. Apexon prioritized areas by analyzing costs, growth potential, and market position. Immediate action was taken on high turnover rates, draining finances and productivity. Addressing workforce diversity and skills gaps ensured sustained growth. Refined recruitment methods and employer branding boosted market competitiveness, enhancing talent attraction and retention.

Hiring Success Metrics:

- Increased joiner-to-hire ratio from 81% (Q1) to 85% (Q4), showing successful offer acceptance and onboarding.
- Onboarding Experience rose from 72 to 80 (Amber), indicating effective personalized induction and Buddy Program.

Team Productivity:

- Doubled Talent Acquisition productivity reflecting a 100% increase.

Operational Efficiency Metrics:

- Decreased Turnaround Time (TAT) from 35 days (Q1) to 32 (Q4), showcasing faster talent acquisition.
- Increased in-house sourcing from 41% (Q2) to 65% (Q4), showing improved utilization of internal resources.
- Reduced vendor dependency from 37% (Q2) to 22% (Q4), enhancing in-house recruitment capabilities.

Cost Savings:

- Achieved a 27% annual reduction in hiring costs through strategic contract management, optimizing expenditure.
- Attained a 41% reduction in Talent Acquisition team size, boosting efficiency while meeting hiring targets at lower costs.

Vendor Consolidation:

- Reduced vendor database from 288 (Q1) to 152 (Q4), enhancing operational efficiency, candidate quality, and cost savings.

Candidate/Employee Experience:

- Employee engagement soared with a 15% rise in Great Place to Work® scores and a 14-point increase in Employee NPS, indicating improved job satisfaction and alignment.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

1. PDF File Name - Stevie Awards-B46 Best Talent Acquisition Process - Apexon- Supporting document

Webpage Link

<https://www.greatplacetowork.com/certified-company/1204874> (<https://www.greatplacetowork.com/certified-company/1204874>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/19344/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUkiOiJjOTM0NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9pS9sSdFBlrtC7eYSYkqNq2EkZ3JrZuGY?Stevie%20Awards-B46%20Best%20Talent%20Acquisition%20Process%20-%20Apexon-%20Supporting%20document.pdf>)

Would you like to add an additional supporting document?

No

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (<https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms>)

Terms and Conditions

I Agree