

CASE STUDY

RPO Sourcing Excellence Brings Value to Semiconductor Client

The Client

One of the largest semiconductor companies in the world with over \$38 billion in annual revenue, The Client maintains more than 51,000 employees globally. Today, its eclectic base of over 400 customers utilizes The Client's semiconductor chips and circuits in mobile devices, high-performance computing, and automotive electronics.

The Situation

Having recently unveiled plans to construct a multi-billion-dollar mega-facility in the United States, The Client needed to hire qualified engineers within a three-month window. These resources would be transported from the United States to Taiwan for an immersive two-year training program before returning stateside to work in the production center upon its completion. In addition to recruiting from pools of premier semiconductor talent, The Client sought a large contingency of recent college graduates.

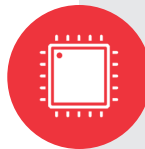
The Challenge

Faced with tight hiring deadlines, the unique wrinkle of international candidate relocation, and the prevalence of a global pandemic, Acara's sourcing and recruiting teams were faced with a difficult challenge. Tapping into proper candidate markets to discover individuals with

specialized engineering skill sets was no easy task. Upon finding suitable talent that aligned with The Client's needs, having to sell these candidates on moving to Taiwan and living there for two years was another hurdle.

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Project overview



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The Solution

We began working on this recruitment initiative by gaining a comprehensive understanding of the market for engineering talent.

Our Acara team developed a database of thousands of candidates to be leveraged to meet The Client's hiring needs. Not only did we source experienced resources from key players within the semiconductor community, but we also completed a large-scale recruitment effort by targeting students from the top-50 engineering schools in the United States. Our team also worked with the Taiwanese government to sort out the intricacies associated with candidate visas, residency, and other travel-related information—enabling a smooth and seamless candidate onboarding process.

The Conclusion

Upon conclusion of Acara's talent acquisition engagement with The Client, our RPO team achieved the following results:

- 8,019 candidates sourced
- 344 candidates submitted
- 7:1 interview-to-hire ratio
- 4:1 submit-to-hire ratio
- 13 hires transferred to Taiwan

Although this project presented our Acara team with never-before-seen challenges, our passive sourcing excellence and high-touch candidate experience helped us to bring value to The Client. For candidates that chose not to accept an offer from The Client, we designed a follow-up strategy to remain in contact with these resources. By continuing to connect with this talent community on an ongoing and regular cadence, our team will proactively prepare for later phases of the program upon completion of The Client's production facility.

Program results

8K+

candidates sourced

344

candidates submitted

4:1

submit-to-hire ratio