

MANAGED RECRUITING – EFFICIENT HIRING AT SCALE

Finding the right talent is a business-critical capability.

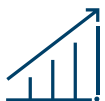
We take full end-to-end ownership of your recruiting process and ensure measurable performance, defined KPIs and predictable outcomes – enabling you to focus on your core operations.

Efficient recruiting – end-to-end

Demographic change and persistent skills shortages are placing increasing pressure on recruiting organizations. Many companies need to staff large volumes of operational roles or highly specialized positions while managing complex, fragmented or capacity-constrained internal processes.

Our managed recruiting approach provides a structured, scalable and transparent solution. We assume operational responsibility for the recruiting process end to end – from sourcing to decision-making – while ensuring governance, performance management and full visibility. The result is faster execution, stable delivery and access to talent pools that are otherwise difficult to reach.

Today's recruiting challenges



Demographic change



Talent shortages



Increasing role complexity



Inefficient and fragmented recruiting processes

max.
48h
RESPONSE TIME

Guaranteed response time (max. 48h)

We ensure consistent candidate feedback within 24–48 hours. Short response times improve candidate experience, increase engagement and reduce drop-out rates.

< 14 days
PROCESSING TIME

Processing time

We ensure consistent candidate feedback within 24–48 hours. Short response times improve candidate experience, increase engagement and reduce drop-out rates.

> 95%
PROCESS STABILITY

Process stability

Share of recruiting processes completed without escalations or dropouts. High process stability ensures reliability, quality and consistent execution across hiring demands.

< 5 days
RAMP-UP TIME
FOR NEW ROLES

Ramp-up time for new roles

Ramp-up time for new roles or hiring demands. Dedicated recruiting teams become operational within days, ensuring flexibility, rapid deployment and delivery reliability.

YOUR BENEFITS AT A GLANCE

FASTER TIME TO HIRE

- 30–50% shorter time-to-hire
- Direct outreach and innovative sourcing channels
- Immediate access to dedicated recruiting capacity

BETTER CANDIDATE QUALITY

- Qualified applications through targeted sourcing strategies
- Multi-stage screenings for sustainable placements

SIGNIFICANTLY LOWER RECRUITING COSTS

- No fixed costs for internal recruiting capacity
- Reduction of vacancy costs
- Flexible scaling based on your demand

FULL TRANSPARENCY & CONTROL

- Real-time dashboards & KPI tracking
- Regular performance reviews
- Data-driven funnel optimization

WHY COMPANIES CHOOSE TO WORK WITH US

RECRUITING START WITHIN 7 DAYS

FIRST QUALIFIED CANDIDATES IN 2-3 WEEKS

PREDICTABLE COSTS AND FLEXIBLE SCALABILITY

CROSS-INDUSTRY EXPERTISE

PROVEN TRACK RECORD WITH NUMEROUS SUCCESSFULLY FILLED POSITIONS

Contact



JULIA KIRNER

Managing Director
People & Change

+49 172 698 3050

julia.kirner@protiviti.com



RIKE PRÖBSTL

Vice President
Managed Solutions

+49 172 133 0669

rike.proebstl@roberthalfcom

Get your free initial consultation – including recruiting potential analysis!

Our 3-step approach to measurable recruiting performance

ANALYSIS & STRATEGY

1

- Funnel analysis and target-group personas
- KPI definition and recruiting strategy

SETUP & TRANSPARENCY

2

- Projekt onboarding within 7 days
- Dashboard and weekly performance reports

EXECUTION & QUALITY

3

- Active and passive sourcing
- Screening, assessments and governance
- First qualified candidates within 2-3 weeks

CONTACT US!

+49 69 963 768 100

contact@protiviti.de

www.protiviti.de



© 2026 PROTIVITI GMBH

protiviti[®]
Global Business Consulting



90

Locations

25

Countries

11.000

Professionals

Protiviti advises companies in a hands-on way and as a trusted partner in the areas of strategy, organizational transformation and optimization, ESG, digital transformation, risk management, internal audit and control systems, compliance, and IT. Together, we find individual solutions to position your company for years to come.

We Care. We Collaborate. We Deliver.