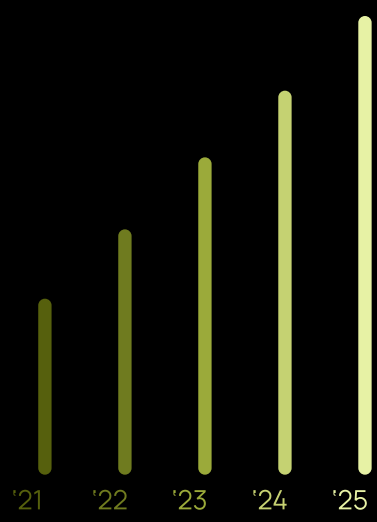


# How Cipla achieves stellar YoY hiring success leveraging CBREX



As InvaGen Pharmaceuticals Inc., a Cipla subsidiary, aimed to digitize their recruitment process and achieve ambitious growth plans, they encountered hiring challenges across locations such as Fall River, MA & Hauppauge, NY.

However, their successful partnership with CBREX paved the way for some resounding results!

Let's dive into some of those challenges, familiar across the Pharma domain.

## CHALLENGE 01



Juggling 30+ vendors in an offline mode was time-consuming & inefficient.

## SOLUTION 01



Using CBREX CTalk yielded improved results, with 7X lesser time spent and consistent vendor curation.

## CHALLENGE 02



Pandemic shrunk the candidate pool for on-site roles (machine operators, QA/QC, R&D) in tough-to-hire regions.

## SOLUTION 02



With CBREX's matching engine, specialist vendors were mapped, leading to a 58% job-fill ratio!

## CHALLENGE 03



Skyrocketing hiring costs posed a significant challenge, particularly for R&D and Search roles.



CBREX's partnership helped Cipla reduce vendor costs by 31%, resulting in significant bottom-line savings!



Today, a significant share of InvaGen's **Vendor hiring** in North America is managed through CBREX's VMS, setting the stage for a global VMS model.

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### Hear directly from Cipla

"CBREX has helped us hire talent for our QA, QC, and R&D setup successfully over the past years. They have a twin advantage of speed and cost competitiveness without compromising on the quality of candidates. We continue to expand our partnership as we grow!"



**DeV Vaughn Stephens**

Associate Director and Head of Human Resources

### Hear directly from the Recruiter on CBREX

"CBREX has helped us hire talent for our QA, QC, and R&D setup successfully over the past years. They have a twin advantage of speed and cost competitiveness without compromising on the quality of candidates. We continue to expand our partnership as we grow!"



**Ramon Pena**

Senior HRBP