

Industry: Pharma Mfg. | Timeline: Ongoing EU Support | Total Pipeline: 107 | Interview to Offer: 1.7 : 1 | Successful Joiners: 11

The Challenges

Problem Statement: Cost-effectively sourcing niche local talent without established regional recruitment infrastructure.



Lack of Global TA Infrastructure



High Vendor Costs



Demand for local EU talent



Niche Skill Requirements



Continuous Hiring Process

Roles Hired For

1. QC Analyst - Executive 2. QA Analyst - Senior Executive 3. Apprentice QC

CBREX Solutions



Curated European Vendor Network



Rapid & Continuous Sourcing



Proactive Backup Pipeline Strategy



Focus on Local Talent & Cost Optimisation

Key Achievements

- Built strong EU Pipeline.
- Cost - effective hiring enabled.
- Consistent fast closures despite attrition.
- Implemented backup pipeline strategy.
- High conversion ratios achieved.
- Acted as an extended TA arm.

Partnership Results

107

Total Pipeline Built

15

Confirmed Select

11

Successful Joiners

1.7 : 1

Interview to Offer

Conclusion

CBREX addressed Cipla Netherlands hiring challenges via scalable vendor ecosystems and proactive backup planning, ensuring business continuity and efficiency.

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