

MSP AND VMS FOR THALES NL

TalentIn's support in developing and implementing a new contingent workforce strategy for Thales Nederland

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INTRODUCTION

Thales Nederland, a pioneering force in defense, security, and transportation solutions, initiated a strategic collaboration with Randstad Sourceright, incorporating VNDLY's VMS technology by Workday. This venture aimed to broaden access to the temporary talent market, establish Thales Nederland as a top choice for temporary talent, and provide comprehensive support throughout the recruitment process for hiring managers and stakeholders.

OBJECTIVES

Enhanced market access: Thales Nederland aimed to expand its reach in the temporary talent market to fulfill its evolving project needs.

Attractive Employer Branding: The initiative sought to make Thales Nederland the employer of choice for temporary workers through competitive benefits and a supportive work environment.

End-to-End process support: A seamless hiring cycle experience for hiring managers and stakeholders was a primary objective.

Improved visibility of the contingent workforce processes: Full visibility of the processes to ensure full compliance.

KEY ACHIEVEMENTS

Enhanced Talent Pool access: Thales Nederland significantly improved its capability to attract and engage temporary talent, courtesy of the MSP and VMS platforms' efficient processes and extensive reach.

Employer branding: Thales Nederland bolstered its reputation as an appealing workplace for temporary talent by providing a transparent, efficient, and candidate-centric experience.

Process efficiency: The adoption of VNDLY and Randstad Sourceright's MSP services refined the hiring process, reducing time-to-fill rates and elevating hire quality.

Process visibility: All stages of the hiring processes are transparent and visible for the stakeholders involved.

AT A GLANCE

- improved contingent workforce strategy
- MSP (Randstad Sourceright) program implemented
- VMS (VNDLY) implemented

THALES HR

“Through our strategic partnership with Randstad Sourceright and the integration of VNDLY's innovative VMS technology, we have not only enhanced our access to a talented pool of temporary workers but also significantly elevated our employer branding. This initiative has made Thales Nederland a beacon for top-tier talent seeking dynamic and supportive work environments.”

BENEFITS

- Enhanced Talent Pool
- Candidate centric employer branding
- End to end improved process efficiency
- Full process visibility

THALES PROCUREMENT

“The implementation of the MSP model using VNDLY technology has transformed our contingent workforce management. It has not only streamlined our recruitment processes but also ensured compliance and cost-efficiency across the organisation. This advancement supports our strategic objective to be agile and responsive to market and project demands.”

TALENTIN'S GUIDANCE

TalentIn was instrumental throughout Thales Nederland's journey to refine its contingent workforce strategy, offering guidance from the initial planning to full-scale operation. TalentIn crafted a hiring strategy that aligned with Thales Nederland's specific needs and objectives. By working closely with all stakeholders, TalentIn ensured a customized solution that met organizational demands.

TalentIn organized and managed the tender process, facilitating Thales Netherlands in carefully choosing Randstad Sourceright and VNDLY by Workday as the best partners. Their role was critical in securing contracts that provided favorable conditions and laid the foundation for a successful collaboration aimed at meeting Thales Nederland's strategic goals.

During the implementation phase, TalentIn's proactive approach ensured that Thales Nederland, Randstad Sourceright, and VNDLY by Workday worked in harmony. TalentIn guaranteed the smooth integration of the VMS with Thales Nederland's IT infrastructure, overcoming challenges with innovative solutions and keeping open lines of communication among all parties.

TalentIn's thorough support covered the development of the hiring strategy, the tendering process, contract negotiations, and the entire implementation, including the vital hypercare phase. This underscored their commitment to excellence and the success of Thales Nederland's temporary talent acquisition and management strategy.

IMPLEMENTATION

The partnership introduced a Managed Service Provider (MSP) model through Randstad Sourceright, integrating VNDLY, a state-of-the-art Vendor Management System from Workday. This arrangement aimed to streamline the temporary staffing workflow, covering requisition, onboarding, performance management, and offboarding.

TalentIn implementation management support has not only ensured timely implementation but has also safeguarded proper implementation of all features as agreed to in the tender process.

CHALLENGES AND SOLUTIONS

Integration with existing systems:

Seamless integration with Thales Nederland's IT infrastructure was paramount. The VNDLY system's robust compatibility and flexible APIs facilitated smooth data flow and process integration.

Adapting to changing Talent needs:

Supported by Randstad Sourceright's expertise, the MSP model enabled Thales Nederland to adapt its talent strategies to meet project requirements and market shifts.

Stakeholder engagement:

Ongoing communication and training ensured that hiring managers and stakeholders fully embraced and maximized the new system's potential.

NEXT STEPS IN DEVELOPMENT

The next steps for the MSP at Thales Nederland involve a strategic focus on advanced supplier management and the implementation of direct sourcing through a Thales-branded website. This evolution of the program aims to further refine the efficiency and effectiveness of Thales Nederland's contingent workforce strategy.

By leveraging advanced supplier management, Thales Nederland intends to optimize its supplier relationships, ensuring only the highest quality of talent is sourced, alongside fostering competitive rates and service levels. Concurrently, the development of a Thales-branded direct sourcing website represents a significant leap towards engaging talent directly, reducing reliance on intermediaries, and enhancing the employer brand in the temporary talent market. This dual approach not only streamlines the acquisition process but also aligns with Thales Nederland's vision of becoming a preferred employer, attracting top-tier temporary talent directly and fostering long-term, strategic partnerships with key suppliers.

CONCLUSION

The strategic implementation of an MSP with Randstad Sourceright and VNDLY by Workday empowered Thales Nederland to achieve its goals of wider access to the temporary talent market, enhanced employer branding, and streamlined hiring processes. The support of TalentIn in this process has been pivotal in defining the strategy and the solution. This case study highlights the importance of integrating advanced VMS technology with expert MSP services to navigate complex staffing challenges in a competitive environment.



THALES

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workforce strategies