



Qualigence
International



A V O N

ATS Management, Full Cycle Recruiting Fills over 30 Unique Roles for Avon



Avon, one of the largest international manufacturer and distributors of beauty and personal care products, was looking to fill several open positions quickly as well as pipeline difficult to fill positions. Among the open positions, District Sales Managers roles were in need of being filled in remote areas and required special skills such as bilingual capabilities.

Qualigence was tasked to take on the entire Midwest region of the Avon sales district to fill open District Sales Manager positions. As the project continued to be a success, Qualigence was then tasked to take on corporate and supply chain positions and fill these roles in addition to the sales positions nationally.

Open roles that were to be filled by Qualigence within the project included:

- District Sales Managers
- Global Sourcing Analyst
- Project Manager
- Logistics
- Project Engineer
- Development/Logistics Analyst
- Global Sourcing Manager



ACTION

The Research, Account Management, and Recruiting teams at Qualigence worked vigorously to gain a comprehensive understanding of the unique roles needing to be filled at Avon. Qualigence then began aggressively sourcing the designated areas to locate and fill the roles.

The Full Cycle Recruiting project for Avon consisted of a series of steps managed by Qualigence, including: Sourcing and locating candidates, sending candidates to the ATS portal, managing candidate applications, sending qualified candidates to the Hiring Manager and HR, all steps of the interview process, integrating candidates into the background check system, writing and sending the offer letter, working through legal proceedings, the approval process, and the onboarding process.



CHALLENGE

Distinct challenges within the Avon project included the large volume of roles, of which the types of roles and number of open positions fluctuated daily. New markets were continually identified for District Sales Manager positions to be filled. Additionally, each open position had a unique set of HR professionals and Hiring Managers for each market. To successfully manage this, the Qualigence team ensured they efficiently prioritized projects to handle the large volume and speed of the assignment.

The ATS management for Avon required Qualigence Recruiters and Account Managers to fully adapt to, oversee, clean up and manage the system by devoting time to learning and training on the system daily. The portal also called for assessment and cleanup of the entire system, including streamlining the candidate filtering processes.

An additional challenge was the departmental budget parameters. These were distinctive per role; Qualigence worked to ensure the total dollars were in accordance with the proper budget per role. To guarantee this, Qualigence provided a comprehensive breakdown of the total spend throughout the project with each role mapped individually.



RESULTS

Throughout the duration of the project, Qualigence successfully placed or had in the final offer stages 33 candidates within 4 months at an average 6.6% cost per hire. The Supply Chain roles saw a particularly low cost per hire at 3%.



NEXT STEPS

As a longstanding and ongoing relationship, Qualigence continues to identify, develop and place top talent for several roles at Avon.

Consistent feedback and updates with recruiters, divisional managers, and hiring managers allows both organizations to successfully work in partnership to attract the right talent for the right reasons.

Uncover Your Next Great Hire

Click here to talk about your project with us today



**Qualigence
International**



Qualigence International

Qualigence International, the largest Recruitment Research and professional search firm in the US, proudly serves as a unique alternative to traditional retained or contingent recruiting models.

We're advocates of redefining talent acquisition, and empowering our clients with research and recruiting services that build business.

By leveraging methodologies beyond online search, we're able to provide clients with strategic information on the entire talent pool, better equipping them to put their talent strategies in motion.

Here are a few of our clients with whom we have the pleasure of partnering:

