THE RECRUITER AS A TIME TRAVELER

A NEW WAY OF RECRUITING IN OCTAPHARMA STOCKHOLM
TIME TRAVELING
FOUNDED 1983
BY WOLFGANG MARGUERRE
REPLACING WHAT IS MISSING
45% RED BLOOD CELLS
<1% WHITE BLOOD CELLS AND PLATELETS
55% PLASMA

PLASMA
SALT
WATER
ENZYMES
ANTIBODIES
OTHER PROTEINS
TREATMENT OF PATIENTS
AN ACTIVE AND NORMAL LIFE

Haemophilia
Immunotherapy
Intensive care
The world’s largest privately owned manufacturer of protein based pharmaceuticals

# 4 largest company on the global market

6000 colleagues globally

€1.2 billion turnover 2014

16% growth since 1995
650 colleagues

Yearly production capacity: 1,500 ton plasma

New yearly production capacity 3,500 ton plasma

- Recruitment forecast of approx. 100 additional persons end 2016

Diversified organisation

Low turnover of employees but high throughput
THE OCTAPHARMA RECRUITER HAS TO TRAVEL BACK AND FORTH IN TIME
Around 200 local recruitments per year
Managers, shift leaders, and HR specialists were the recruiters
Diverse profiles
Some positions attracted many candidates, some not
The last five years, we have doubled our staff
New products and functions: new profiles
HEARING OUR RECRUITERS

OUR MANAGER’S CHALLENGES

Pressure
CV:s
Structure
Interviews
DEALT WITH IN THE PAST

PEOPLE WHO WERE WRONG FOR US

- Were not meticulous enough
- Did not follow instructions
- Did not have the "Octapharma attitude"
Double our capacity in two years: investments in machinery, buildings, and people to make production more efficient

Increased demands on managers

Increased demands on possible candidates: even our operators and routine lab workers will probably have different profiles

What’s a good future profile, when all we have seen so far is in the past?
PROUD AND TALENTED EMPLOYEES

WE WILL BE LOOKING FOR PEOPLE WITH

- High Conscientiousness
- Team Orientation/ Flexibility to new ways of serving others
- Emotional maturity/Stability Stress tolerance
- Cognitive Capacity (understanding instructions and increased demands)
PRESENT SOLUTION
ONLINE ASSESSMENTS INTEGRATED TO OUR ATS

- Shorten the screening process, just a few clicks and an automatic e-mail
- Scan all incoming applications for our profile demands, increase match rate to job
- New potential profiles to positions: increase diversity and sustainability
ASSESSMENT PROCESS

1. Applications in our database
2. Online screening tests – in a few clicks (shapes & scales verbal instruct)
3. CV:s are scanned for successful candidates
4. Online video interviews
5. Personal interviews
6. For management candidates: Further tests
SUMMARY

- Organic growth
  - Right people on board
  - More time spent in production
  - Use of valid and efficient methods
  - Understanding the past
  - Planning for the future
  - Needs assessment process aligned
  - Training and develop recruiters

Organic growth
TIME TRAVELING
Kristina.jakobsson@octapharma.se