

A|M|S

RPO success stories

Transforming talent acquisition



NatWest Group



Bristol Myers Squibb®



standard chartered





RPO with AMS: transforming talent acquisition

Today's talent teams are under constant pressure. Hiring demand shifts overnight. Skills are harder to find. Budgets are tighter. And expectations, from leaders and candidates alike, keep rising.

That's where RPO comes in.

AMS partners with organizations to bring speed, structure, and confidence back into hiring. Our RPO solutions flex with demand, improve time to hire, reduce cost, and raise the quality of talent, whether you need end-to-end support, rapid project delivery, or targeted help in critical areas like sourcing or specialist roles.

In this eBook, you'll see how five organizations partnered with AMS to overcome hiring challenges, transform their recruitment approach, and achieve measurable results.

Success stories

Rapid scaling for Bristol Myers Squibb success	4
NatWest's volume hiring transformation	5
Driving global brand awareness with AMS	6
Piloting toward quality candidates with one of the world's largest aviation companies	7
Bringing Next Gen TA to life in TA at Standard Chartered Bank	8



Rapid Scaling for Bristol Myers Squibb Success

Challenge

BMS needed to build out an experienced field commercial team across the US comprising a diverse group of roles including: sales leadership and territory reps, medical science liaisons and regional marketing directors.

These hires were to support the commercialisation of Zeposia for ulcerative colitis (UC).

Hiring needed to be completed within a 6 month window.

AMS helped support this critical and time sensitive program of specialised growth enabling BMS to hire and train staff in a timely fashion in order to meet timelines.



The Zeposia sales build was considered to be a huge success. By the end of the project, thanks to our partnership with AMS, we were able to increase GI capabilities significantly for our company, while operating under extremely tight hiring timelines.”

Anthony Greco
Talent Acquisition Lead,
Commercial – Field

Solution

At speed, the AMS team hired the sales reps and provided extensive sourcing and collaborative strategic support for the identification of MSLs, RMKs and sales leadership.

Additionally, AMS provided extensive market insights in advance of requisitions going live to ensure efforts were targeted and focused on the right candidates, at the right time, in the right locations.

Impact

Collaboration between BMS and AMS drove early success:



key targets were set



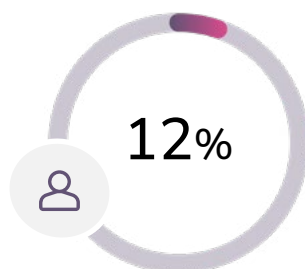
hiring goals understood



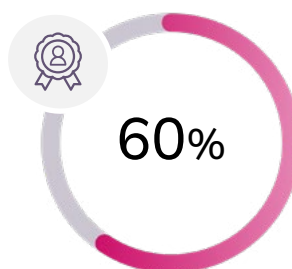
clear plan to placement



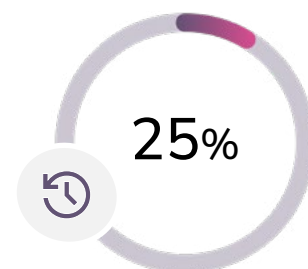
Outcomes



exceeded target of hired candidates



of selected candidates were identified and screened by the AMS



under the initial budget



700+ candidates

were screened in a four-month period that resulted in **100+** territory business managers across the US



NatWest's Volume Hiring Transformation - AMS

Challenge

NatWest's legacy volume hiring solution lacked the automation, efficiency, and transparency needed to keep pace with recruitment demands. Core challenges included:

- Slow time to hire caused by manual processes and hiring manager interview coordination
- High candidate drop-off and increased risk of losing top talent to competitors
- Inconsistent candidate screening across agencies and direct channels
- Limited reporting and insight, making it difficult to monitor performance and DE&I outcomes
- Fragmented systems resulting in duplicated effort and inefficiency

NatWest needed a fully reimagined, automated volume hiring solution that would deliver speed, consistency, and an exceptional candidate experience.

Solution

NatWest implemented a fully integrated and automated volume hiring model that combined Fieldglass with TalentLink for sourcing and application management and SOVA for digital assessment and video interviews.

This modernised the entire hiring journey, removing manual screening and interview coordination while giving candidates a fully branded, consistent digital experience.

The result was a seamless, transparent, and automated hiring process for all stakeholders.

Impact



The new volume hiring solution dramatically accelerated recruitment, cutting time to hire from **7 days to 3-4** and enabling offers within 24 hours.

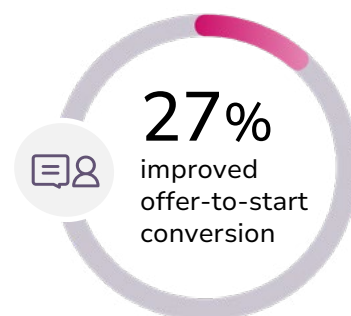


Candidate quality and engagement improved through a consistent, branded digital assessment experience, contributing to a **27% better offer-to-start conversion**.



Fully automated workflows and integrated systems enhanced reporting and DE&I insights, while talent pooling enabled NatWest to engage pre-screened candidates and fill roles more quickly.

Outcomes



Enhanced reporting and DE&I insights through fully automated workflows



Strengthened talent readiness, with a talent pool of pre-screened candidates enabling faster fulfilment of future roles

Driving global brand awareness with AMS

Challenge

HVAC Service Technicians are a vital part of the workforce, serving as the face of the company and are highly sought after in the industry. However, after the launch of the new cultural manifesto, Technicians were struggling to connect with it and didn't feel the sense of belonging it aimed to foster.

AMS were tasked with investigating the disconnect and creating a connection that resonates with Technicians, aiding both retention and recruitment.



Solution

The team developed a Technician Value Proposition that reflected technicians' pride in their essential work and delivered a seamless candidate journey across all touchpoints.

Using a research-led approach, including leadership engagement, focus groups, competitor analysis, and candidate feedback, they identified technicians as "unsung heroes" and built the campaign around that insight.

The concept drew on action-hero themes, positioning technicians as elite problem-solvers on missions. Rolled out over 16 weeks via a tailored, multi-channel global media strategy, the campaign drove awareness and conversions through a dedicated landing page.

Impact



The campaign delivered significant, measurable impact by using a data-driven dashboard to optimize every stage of the recruitment funnel, cutting time to offer by **50%** and increasing application flow by **66%**.

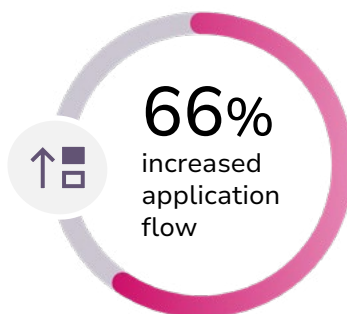


Beyond these results, it generated a strong global "halo effect," raising brand awareness among passive candidates and **attracting applicants from 34 countries**.



Overall, the initiative strengthened employer brand perception, demonstrated clear ROI, and **positioned the client for continued global talent growth**.

Outcomes



Piloting toward quality candidates with one of the world's largest aviation companies

Challenge

With over 160 bases across the USA and Canada supporting more than 1,800 hires annually, the importance of maintaining quality of hire and reducing attrition is paramount to our client.



The time between candidate application submission to interview scheduling reduced from days to minutes. The end-to-end process also shifted additional tasks, such as offer creation, from managers to recruiters.”

“With support from AMS, our communication and responsiveness have improved tremendously, overall bringing in the highest quality of candidates we have ever seen.”

AMS

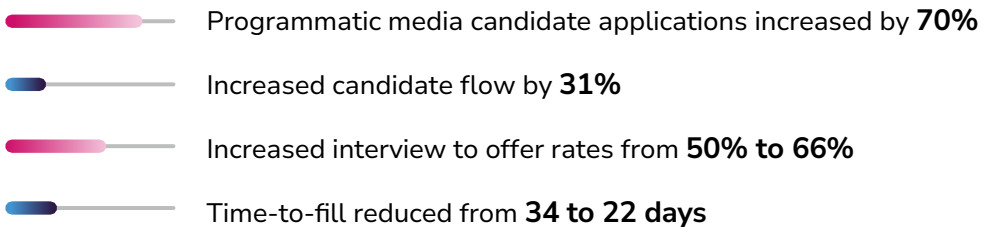
Solution


While maintaining the current recruiting strategy, AMS enhanced the hiring manager experience and improved candidate quality by:


- Hosting an introductory call to discuss current openings, pain points and partnership
- Holding open houses in two key locations
- Scheduling weekly touch-base meetings with each hiring manager
- Partnering closely with the HRPB community
- Introducing consistent processes for recruiter screening and manager interview scheduling, reducing time commitment for managers


Impact


This strong partnership produced outstanding results:



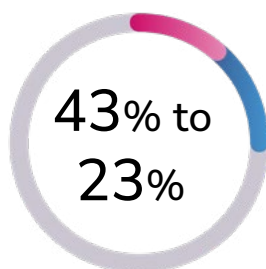
 **Outdated systems** were upgraded as part of technology transformation

 Initiated an international expansion to **Latin America and EMEA**

 **Reduced the number of candidates** who require review by approximately 500 within first week

 **Targeted focus** on aged requisitions, closing the top 8 oldest requisitions within first 2 weeks

Outcomes



reduced recruitment agency reliance



£500,000+

saved in recruitment fees



110 to 33 days

reduced candidate time-in-process

Bringing Next Gen TA to life in TA at Standard Chartered Bank

The AMS One advantage

The next phase of Standard Chartered's AI evolution is the strategic adoption of AMS One, a digital orchestration platform that integrates talent acquisition technologies like Beamery and SAP into a unified, AI-enabled operating system.

By aligning these tools under one platform, the bank will connect AI across silos, intelligently route tasks, bridge functionality gaps, streamline processes and enable data-informed decision-making for change.

4 key pillars of Next Gen AI



Intelligent automation and task management



Enhanced candidate experience



Predictive analytics and intelligence



System integration and orchestration

The AI deployment framework

This service model leverages ethical AI principles to automatically route each task to the optimal mix of AI and human intelligence — accelerating hiring, improving quality and cutting costs. Tasks are managed across the following spectrum:

More human expertise

Evolved human task

AI amplifies human strategic impact.

Human task

Requires empathy, judgment, complex decisions.

AI with human oversight

AI assists, humans stay in control.

More AI automation

AI task

Fully automated to accelerate processes.



By bringing human and AI insight together, we are reshaping how talent, skills, and learning power the business and create a workforce built for the future.”

Mustafa Jaffar
Global Head of Careers & Capabilities,
Standard Chartered



RPO outcomes with AMS



Reduced time-to-hire by streamlining workflows and increasing recruiter productivity



Lowered recruitment costs through optimized processes, automation, and improved sourcing strategies



Increased quality-of-hire by using data insights, targeted sourcing, and advanced assessment methods



Improved candidate experience through consistent communication, faster feedback, and simplified application steps



Enhanced hiring manager satisfaction with clearer processes, better collaboration, and measurable performance improvements



Expanded access to diverse and specialized talent pools across multiple markets



Strengthened employer brand visibility through refined messaging and improved candidate touchpoints



Achieved faster scalability during periods of rapid growth, market entry, or seasonal demand



Reduced reliance on agencies by building sustainable in-house talent pipelines



Increased retention rates through better role alignment, onboarding support, and talent insights



Enabled digital transformation with upgraded recruitment technology and integrated data reporting



Improved compliance and process consistency across global or multi-location operations

A|M|S

weareams.com

