

Become the ideal employer for tax clerks with active sourcing

Situation & challenges

The law firm Dr. Schauer often supports its clients from the very first point of them intending to start their own business, and particularly offers its expertise and experience to healthcare professionals. A total of 120 employees work at the locations in Murnau and Munich, as well as from their own homes across Upper Bavaria. The problem is that the company is desperately looking for tax clerks, but there aren't many candidates looking for a job. This is making it increasingly difficult for the law firm to find talented individuals who have the necessary qualifications. The candidates must firstly be constantly aware of the ongoing changes in the field of (tax) law, and secondly, they have to be up to speed with technological advances to keep up with digital processes.

When it comes to HR, too, the law firm Dr. Schauer has modern systems in place and can therefore manage daily HR tasks with a small team: one company director who makes decisions, one specialist for wage and salary accounting, and one HR manager. The head of HR, the HR manager, and the company directors all take on the recruiting tasks themselves. But to stand out on the market for applicants, the law firm Dr. Schauer needs to raise its profile as an employer and address candidates more effectively—and for this it has turned to onlyfy. >



20 % reduction
in time to hire



3x faster than traditional
applications



First contacts in just a few
days

Dr. Schauer Steuerberater-Rechtsanwälte PartG mbB provides tax, legal, and business consulting, mainly for healthcare professionals.

Company name

Dr. Schauer Steuerberater-Rechtsanwälte PartG mbB

Sector

Consultation

Company size

120 employees

Website

www.dr-schauer.com

Products

**onlyfy TalentService
by XING**

The solution – onlyfy

Alongside online job vacancy ads, social media activities and recommendations from employees, the law firm Dr. Schauer is also focusing on training young people to gain future employees and is offering many apprenticeships. The company has turned to onlyfy's experienced consultants for help to find tax specialists and consultants in particular, and now uses the onlyfy TalentService by XING. With success! Simply addressing potential candidates in and around Murnau and Munich led to first contacts in just a few days. Once the first contact has been made, the law firm usually finds it a simple task to convince candidates that they are a great employer. The excellent teamwork between Dr. Schauer and the consultants from onlyfy TalentService is characterised by open, equal and regular communication. This ensures that the specific requirements for the applicants are understood and fulfilled during recruiting.

The onlyfy TalentService by XING has become an important tool in finding new employees and has leveled up the company's recruiting.

Conclusion & outlook

At the law firm Dr. Schauer, the future is all about employer branding. Placing job vacancy ads will not result in recruiting success as much as raising their profile and directly addressing candidates through online media, social media, business platforms, and XING—the largest career network—will. Competition is constantly heating up on the applicant market: Highly qualified candidates in particular have very clear expectations of their potential future employers. The law firm intends to use the possibilities offered by employer branding to present itself as an employer that is one of the best in its field, including in terms of digitalisation, and has plenty more to offer besides. In addition to an attractive remuneration system, individual development opportunities and working from home, the company also offers benefits such as leases on company bikes. Potential candidates who want to change their employer would do well to consider Dr. Schauer when thinking of their ideal new employer.



„At first we were surprised by the speed and effectiveness of the onlyfy TalentService by XING – and then bowled over. It allowed us to activate the passive potential on the labor market.“

Andreas Lindebner
Head of Organisation and HR-Manager
Dr. Schauer Steuerberater-Rechtsanwälte PartG mbB

Top successes of Dr. Schauer

100%

of positions filled with onlyfy TalentService

-20%

reduction in time to hire