

How Orianda successfully utilises active sourcing with onlyfy TalentManager



Situation & challenges

Orianda Solutions AG – a valantic company headquartered in Tägerwil, Switzerland on Lake Constance – is one of the leading consulting companies focusing on SAP asset management in the DACH region. The company connects end-to-end processes in asset life-cycle management with technological expertise and extensive industry know-how. The staff consists of 100 experts who advise and serve customers in various capital-intensive industries, such as the railway, pharmaceutical/medical technology, and customer goods industries. “We help our customers attain strategic competitive advantages,” says Stela Lukenic, SAP recruiter.

The recruiting department deals with the entire recruiting process, from the analysis and preparation of the candidate persona to the search process (among other things, via active sourcing and job advertisements), and the screening of applications until the interview. To ensure that all open positions can be filled effectively, colleagues work together closely with active sourcing. “We only use internal resources for our recruiting process,” says Stela Lukenic.

Orianda is already searching for German-speaking talents who suit the company and want to strengthen the team. But the recruiter knows: “The direct application process does not exist anymore. The market is empty and you must actively engage potential candidates and approach them. Applicants can afford to wait for the next offer and do not necessarily need to get active themselves nowadays.” To meet this challenge, a fitting solution was sought through active sourcing to enable a proactive approach. Orianda found the solution with onlyfy and opted for onlyfy TalentManager.



**Simplifying work
with onlyfy
TalentManager**



**Terrific successes through
the use of automatic talent
pools**



**Response rate:
Record level of 91%
achieved in Q2/2023**

Orianda Solutions AG – a valantic company with headquarters on Lake Constance – is the point of contact for integrated end-to-end consultation within the context of SAP asset and maintenance management.

Company name

**Orianda Solutions AG –
a valantic company**

Industry

Consulting

Size of the company

100 employees

Website

<https://www.orianda.com>

Products used

onlyfy TalentManager

The Solution – onlyfy

The numerous search functions and simple operation of the tool were the two decisive factors for acquiring onlyfy TalentManager. “It is an excellent tool for recruiters like myself, and is used on a daily basis. I can specifically search for qualified candidates and contact them. I can make my search query very specific, e.g. searching for the current position, industry or field of work, as well as any keywords, to find the person who suits us the best. Once it has been created, the search automatically repeats and you are made aware of new suitable candidates,” explains Stela Lukenic.

An additional benefit: TalentManager offers useful statistics and analyses for the application process. This overview helps identify progress, as well as improvement potential. “Overall, TalentManager simplifies my work as a recruiter considerably. It saves time searching for suitable applicants and aids me in attracting high-quality talents for our company,” says the recruiter joyfully.

In combination with onlyfy one Job Ads and Employer Branding Profile by kununu & XING, valuable synergies are developed. “We are impressed by the automatic talent pools, as they allow us to identify potential candidates in TalentManager who have listed us as an employer of choice, or are new followers of our Employer Branding Profile. But the automatic pool of people who have visited our Job Ads is especially exciting, as we are able to approach interested candidates who have not yet applied with us. We use this pool regularly and have already had great success in establishing new contacts, receiving applications and employing new staff members,” reveals Stela Lukenic.

Orianda’s response rates in TalentManager have been especially successful. Last year, the response lied between 40% and 91%. In Q2/2023, a record level of 91% was reached. The result proves that the approach is well formulated and works.

Conclusion & outlook

Orianda’s goal is, in the future as well, to continuously and sustainably achieve company growth while finding, recruiting and ultimately acquiring highly qualified professionals.

A subsequent tip from the recruiter: “It is important to adjust the functions that are available to us to our individual or company-specific needs and to use them fully. Rather than utilising every available function, I would recommend concentrating on two or three functions that best meet your needs.”



“onlyfy TalentManager offers access to an extensive database of over **21 million talents**, who are mostly located in the DACH region. This **simplifies active recruitment** considerably and allows a **more targeted search** for specific profiles through the use of various filters.”

Stela Lukenic
SAP Recruiting, Orianda Solutions AG – a valantic company

Top successes of Orianda

4.5

kununu score,
industry avg. 3.9

40-91%

response rate, industry
avg. lies between 22-24%

100 %

recommendation rate
on kununu