

Bristol Myers Squibb uses talent pool data to build expanded sourcing strategy

SUCCESS STORY

Bristol Myers Squibb (BMS) is a global, biopharmaceutical company focused on discovering, developing, and delivering innovative medicines for patients with serious diseases. Faced with the challenge of recruiting top talent while working remotely, Neil Bhandar and his team within HR Analytics used industry and market data to unlock pools of talent in areas previously considered to be geographically out of reach to their offices. Using this real-time information, Neil was able to successfully guide conversations with critical business partners to develop a sourcing strategy for needed positions.



Generate Pipeline

Neil and his team were able to identify pockets of needed talent in previously untapped locations.



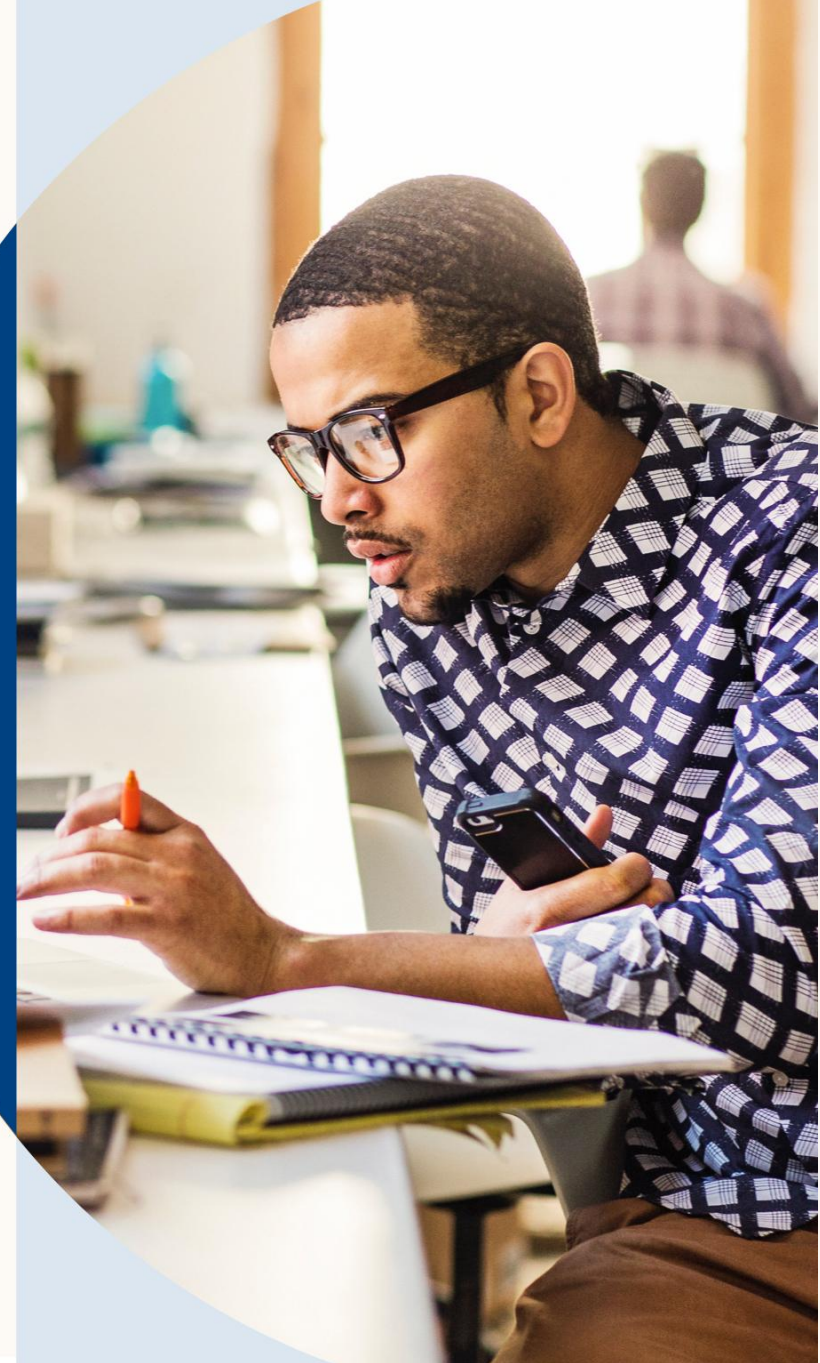
Build Efficiency & Save Time

Access to consolidated, real-time data from LinkedIn's Talent Insights has saved BMS 3 to 4 days a month from manual research methods.



Gain Competitive Insights

BMS was able to better understand talent flows between companies and discover other businesses in competition for the same candidates.



THE CHALLENGE

Locating needed talent

Faced with a global pandemic and move to a remote workforce, BMS decided to expand their traditional hiring pools to areas previously untapped - but where to begin?

THE SOLUTION

Leading with data

With the help of LinkedIn Talent Insights, BMS leveraged talent pool data, competitive insights, and market research to further develop their expanded sourcing strategy. Having access to this real-time information allowed BMS to save an average of 3 to 4 days manually pulling research on their own. Additionally, the HR Analytics team has found the data visualization models from Talent Insights allow conversations with executive partners to be much more meaningful and actionable.

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The quality and level of our conversations with business partners has improved using LinkedIn's Talent Insights. By having data directly in front of us, it's less of a conceptual dialogue which allows us to quickly build business strategies.

Neil Bhandar

HR Analytics
Bristol Myers Squibb