

A woman with dark curly hair and round glasses is smiling while talking on a smartphone. She is holding a tablet in her other hand. The background is a blurred outdoor setting with a building and trees.

Jopp x **adyen**

PROBLEM

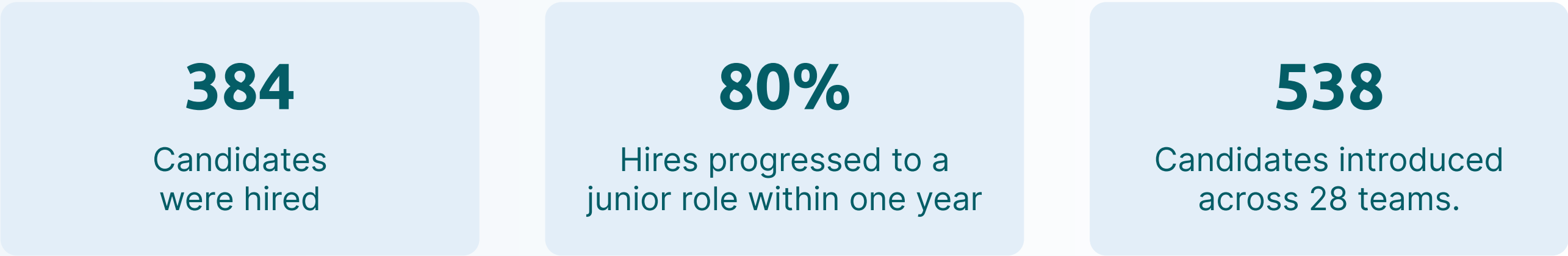
In 2019, Adyen was an ambitious scale-up, in the process of switching systems with a lot of data to handle. It was the perfect time to invest in new talent; however, **with an unknown brand, it was hard to attract the right people.**

GOAL

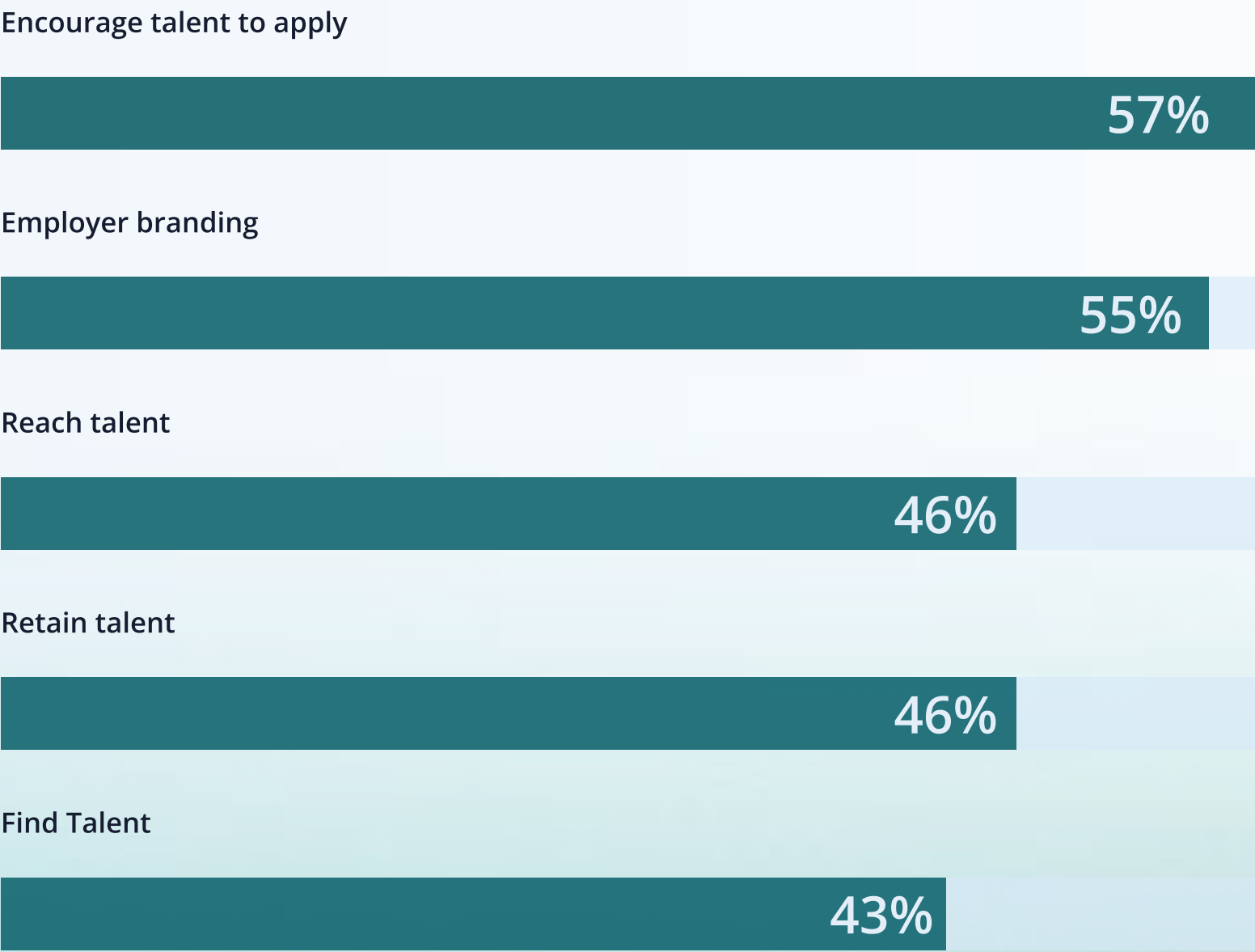
- Equip candidates with the skills needed to be productive in the workplace.
- Enable growth opportunities for candidates to advance to a junior position.
- Establish an efficient and effective Talent Acquisition process for student workers.
- Onboard candidates who understand and fit in best within the company culture.

Adyen had already tried collaborating with traditional recruitment agencies, but they didn't fully understand Adyen's needs and culture.

That's when Jopp jumped in. They helped Adyen build a talent pool of students, allowing them to select the right people for student working positions and launch their career journey toward junior roles after graduation.



Which parts of the process of finding and hiring talented employees are the most challenging for your organization?



[Statista](#)



RESULTS

Jopp managed to find the right fit for Adyen, and resulted in 348 hires. Student productivity was high, averaging 22 hours per week compared to 15 hours at other companies.

Students also had access to constant support—during their first year, Jopp’s team regularly checked in to see if students were happy in their roles or needed any support or coaching to improve performance.

FIND TALENT THAT FITS

Jopp dives deep into a company’s culture, fully understanding its essence and needs. They’re so confident in the talent they place that they offer a 12-month guarantee on every hire.

*Interested in finding the right talent for your company?
Send an email to thomas@jopp.nl*

BENEFITS OF OUR COLLABORATION

Money and time-saving process:

Converting student workers into full-time employees means lower recruitment costs and increased productivity. Jopp handled every aspect of recruitment and selection, from onboarding to employee development.

Boosts employee performance and satisfaction:

Employees who have been trained within the company are already familiar with the culture and processes, delivering higher performance than externally hired employees. Students feel valued when hired based on their talent and potential, and when they feel they can grow their careers within the company, they develop loyalty.

Investing in student development pays off:

By investing in the development of students, both the company and employees ultimately become stronger. This means higher retention, productivity, and performance.

Pipeline of nurtured talent:

By fostering internal career opportunities, the company builds a pipeline of talent for future growth.

350,000

Profiles reached with campaigns.

50,000

Views on job postings

5,000

Applicants



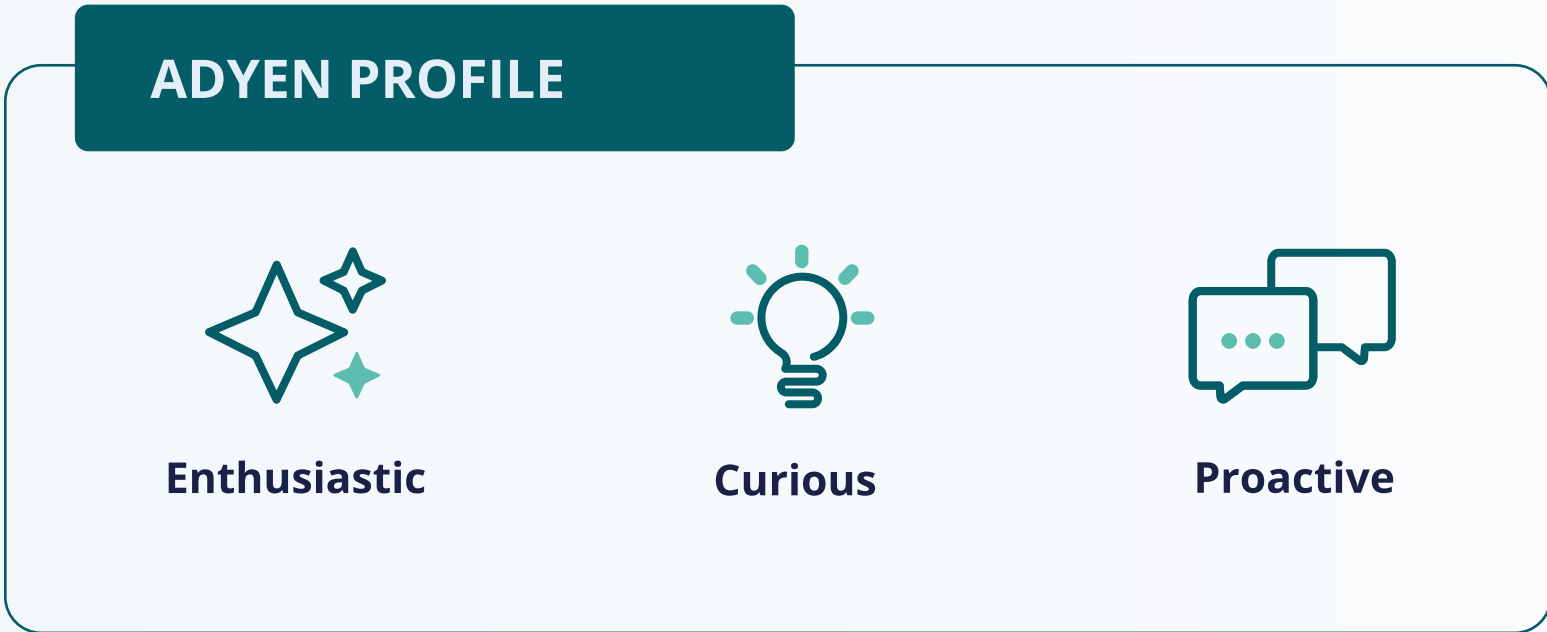
APPROACH

Candidates were selected through topgrading, a systematic approach to hiring and managing talent that focuses on identifying, recruiting and retaining high quality employees.

TOP GRADING

- Clearly defining what a top performer looks like based on the role, expectations and cultural fit
- Set clear success criteria using scorecards and specific performance metrics to ensure that the hiring process is as focused as possible.
- Implementing a structured interview process, assessing work history, skills, experience, behavior and reference checks.
- In-depth interviews with the goal of identifying patterns in order to create a full picture of the candidates skills, work ethic and performance reliability.
- Emphasis on finding ‘A Players’ who are most likely to excel in their role and within the company culture

In order to ensure a cultural fit Jopp focused on **behavioral interview** questions assessing for soft skills and personalities that could thrive in Adyen.



BENEFITS OF ENSURING A CULTURAL FIT

- Improved team dynamics
- Lower turnover rates
- Better adaptability