



How Kuehne+Nagel Is Making Faster Quality Hires With Phenom Referrals

“An impressive 8% conversion rate from applicant to hire reflects the enormous efficiency gain the referral program can bring to the entire organization. Our goal is to make it our most successful recruitment channel, and the momentum and feedback from employees is encouraging: ‘Easy to use, simple, and fast!’”

Claudia Harms

Head Operations Excellence Talent Attraction & Acquisition

COMPANY INFORMATION

INDUSTRY	ATS	PHENOM PRODUCT HIGHLIGHT
Transportation/ Logistics	Cornerstone OnDemand	Referrals

THEIR STORY

Like many global organizations, Kuehne+Nagel — one of the largest logistics companies in the world — was challenged to fill critical roles quickly while facing an uncertain talent and economic landscape. To meet evolving hiring needs, their TA team started searching for creative ways to improve their candidate pipeline without sacrificing quality of leads.

The solution? **Phenom Referrals** — which makes it easy for employees to refer their professional networks to open roles, accelerating recruiting efforts while contributing to long-term retention.

After implementing Referrals, Kuehne+Nagel quickly saw a positive impact. In less than a year, 11,000 referrals were made, 6,000 referrals applied (54% conversion rate), and 480 referrals were hired (8% conversion rate) — all in less than a year.

By using their strong employee base — and letting those employees source best-fit recommendations curated from their networks — Kuehne+Nagel is saving time filling roles, reducing spend on talent marketing campaigns, and increasing high-quality referrals and internal hires with valuable employee engagement.



Get your personalized demo and see Phenom Intelligent Talent Experience in action

Book a demo

What They're Achieving With Phenom

In less than a year...

11,000

Referrals made

6,000

Referrals applied

480

Referrals hired

54%

Referral applicant conversion rate

8%

Referral hire conversion rate