

Flügger streamlines recruitment and onboarding across 8 countries with SAP SuccessFactors

Flügger



SUMMARY

Flügger optimised its recruitment and onboarding processes across all countries to create a simpler candidate experience, reduce manual effort, and establish globally aligned HR processes. Together with Pentos, the company successfully delivered the transformation within an ambitious three-month timeline.

COMPANY
Flügger

HEADQUARTERS
Rødovre, Denmark

INDUSTRY
Chemical Manufacturing

EMPLOYEES
Approximately 1,700

PRODUCTS AND SERVICES
Paints, wood care products
and surface treatment solutions

WEBSITE
www.flugger.com

CHALLENGE

After several years of HR digitalisation, Flügger wanted to further optimise recruitment and onboarding processes to support its international organisation. Key objectives included simplifying the candidate journey, reducing administrative effort for HR and hiring managers, and ensuring scalable and consistent processes across all countries.

SOLUTION

Pentos supported Flügger in optimising and harmonising recruitment and onboarding processes across all countries. The project focused on:

- Simplifying candidate application and onboarding journeys
- Automating key HR processes to reduce manual effort
- Improving data quality through lean integrations
- Establishing globally aligned recruitment and onboarding standards
- Delivering a coordinated rollout across eight countries within three months

This created a scalable foundation for future HR initiatives while improving efficiency and consistency across the organisation.

CUSTOMER QUOTE

"With Pentos we were able to move quickly and deliver according to an ambitious timeline. Their combination of technical expertise and pragmatic process advisory made a real difference in simplifying our recruitment and onboarding landscape."

Sidsel Zachø
HR IS Solution Owner, Flügger Group

RESULTS

- 8** Countries included in the global rollout
- 3** Months implementation timeline
- 1** Globally aligned recruitment and onboarding process
- 100%** Country coverage in one coordinated rollout