

How Do You Bring Together the Right People to Help End Hunger?

Every year, Welthungerhilfe helps millions of people in need by providing vital humanitarian aid to victims of poverty, inequality, conflict, and natural disaster. It works with development partners to support such people so they can lead independent lives with dignity. One of the largest nonprofit organizations in Germany, Welthungerhilfe's 2,523 employees work in 39 countries around the globe to deliver everything from rapid disaster relief to long-term development cooperation projects – all with the ultimate goal of eradicating hunger and malnutrition worldwide by 2030. The nature of this mission means employees are often thrown into extremely challenging situations and must work under harsh conditions. Finding people with the right skills, experience, and dedication is a top priority.

SAP® SuccessFactors® solutions have made it faster and easier for Welthungerhilfe to identify, recruit, and onboard the right people for these unpredictable, high-stress jobs. Critically, the solutions support the organization's "emergency staff pool," which allows HR to quickly identify the people who are ready, skilled, and willing to fly out as the first immediate disaster responders. With the right people behind it, Welthungerhilfe is working tirelessly to achieve zero hunger and help change the world for the better.



“It is critical that we quickly identify the right people with the right skills to go into very difficult situations, so that we can provide a rapid response and **save lives in the event of a natural disaster.”**

Florian Landorff, Head of HR, Welthungerhilfe

You need passion, grit, and determination to work for a humanitarian aid organization. It is a job that can be rewarding, life affirming – and highly demanding. With SAP® SuccessFactors® solutions, Welthungerhilfe has transformed a once slow, inefficient, and paper-based recruiting process into slick digital workflows – making it faster and easier to find people with the right skills and personality to help in the fight against hunger.



Zero

Hunger by 2030 is Welthungerhilfe's goal



8.4 million

People benefited from Welthungerhilfe aid and support in 2016



400+

International disaster relief and development projects in 2016



Mobilizing Employees to Deliver Essential Support with **SAP® SuccessFactors® Solutions**



Deutsche Welthungerhilfe e.V.
Bonn, Germany
www.welthungerhilfe.de

Industry
Public sector – nonprofit NGO

Products and Services
Emergency aid, development cooperation, and sustainable development support

Employees
2,523 from 70 nations
working in 39 countries

Project Volume
€239.8 million (2016)

SAP® Solutions
SAP® SuccessFactors®
Recruiting and
SAP SuccessFactors Onboarding
solutions

With the aim of eradicating hunger by 2030, Welthungerhilfe provides humanitarian aid and support to those in need all across the world. With SAP SuccessFactors solutions, the organization can ensure that it recruits the best, brightest, and most passionate employees to help achieve its goal.

Before: Challenges and Opportunities

- Recruit people with the right skills, personality, and experience to work under challenging conditions
- Optimize recruitment and onboarding processes that were slowed down by paper-based workflows
- Improve transparency of recruitment and hiring operations
- Identify employees that are ready to respond to disasters on short notice

Why SAP

- Opportunity to digitalize and automate previously paper-based processes
- Cloud-based solutions that do not require a large hardware investment or ongoing maintenance costs

After: Value-Driven Results

- Support of the “emergency staff pool,” so Welthungerhilfe can get all the details on its most experienced employees in a matter of minutes, as well as data on experts for rehabilitation in the second relief phase
- Faster internal response to crises, helping ensure that emergency aid is available right away
- Detailed filtering of applicants by required skill sets and experience, making it easier to find staff
- Ability of HR staff to search for people by skill, location, and availability – facilitating project allocation
- Optimized recruitment processes that free up time for HR staff to respond to all applicants, helping maintain Welthungerhilfe’s excellent reputation

“With SAP SuccessFactors solutions, we can, for example, quickly identify which of our employees have the skills and experience required in emergency situations and are available to fly out to disaster zones within 24 hours – enabling us to deliver life-saving aid as quickly as possible.”

Florian Landorff, Head of HR, Welthungerhilfe

SAP SuccessFactors

Minutes

To search employee data, enabling HR to quickly find the right people to respond to emergency situations

Reduction

In operating costs, freeing up funds for life-changing aid projects



Find out more on how Welthungerhilfe is empowering employees to end hunger with SAP SuccessFactors solutions.



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