



CASE STUDY: RECRUITMENT & PLACEMENT SOLUTIONS (RPS)

# CUSTOMIZED SOLUTION AND CREATIVE PARTNERSHIP LEADS TO SKILLED HIRE IN 10 DAYS

**CLIENT** A 40-year-old family owned business who specializes in custom containers for the food industry was looking for a custom staffing solution. They have had the same portfolio of business for 35 years and continue to grow year over year.

**CHALLENGE** To keep up with the employment environment and competitors, our customer needed a customized solution to address their maintenance, quality and manufacturing roles. The client was looking for a creative solution that would attract the best talent in their market.

**STRATEGY** After presenting several scenarios to the client, we were able to create a direct hire plan that would fit their high skill and light industrial needs. Recruiters immediately started to work focusing on the maintenance, quality, and manufacturing departments. Understanding the company's values and stressing the importance of ownership that the client wants from their associates helped the recruiter source top talent. The first hire was in the maintenance department where there was a desperate need for a machinist with a strong background in maintenance. This person was required to have 5 years of experience and the ability to construct parts onsite. We focused on the local competition and launched a campaign celebrating the family owned business environment to attract candidates. Staff Management | SMX successfully found 4 qualified candidates and the position was filled within 10 days.

## RESULTS

Qualified  
Candidates  
found: **4**

Candidate Sourced,  
interviewed and  
hired in **10** days