

CASE STUDY: RECRUITMENT & PLACEMENT SOLUTIONS (RPS)

# EXPERIENCED RPS TEAM EFFORTS LEAD TO SOLE PARTNERSHIP WITH CLIENT

## CLIENT

A leader in commercial, municipal and industrial markets was searching for a specialized role. With 6 US locations, they manufacture and sell the largest breadth of engineered water solutions in the industry.

## CHALLENGE

The client was rebranding and creating a new catalog for an e-commerce presence. Due to this change, the client needed six new positions filled across their locations. They were searching for a merchandising copywriter and a commercial photographer. Because these were roles that were not something the client had filled in the past, they needed help finding qualified candidates.

## STRATEGY

The Staff Management | SMX team started with an introductory call with the hiring team to get a clear understanding of the requirements for every position. Each role had its own difficulties and we worked with them to adjust the job to meet the changing needs. A market analysis was run for each role to identify the competitive wage for each location to ensure we were able to meet the candidate's salary requirements. Within 20 days, we found qualified candidates that were hired for all the open positions.

Originally, there were 3 other agencies involved with the project. However after seeing the caliber of candidates submitted by our recruiter, the client decided to only use the Staff Management | SMX RPS team for the project.

## RESULTS



**6** candidates hired  
in under **3** weeks



Competitive wage  
rates identified through  
strategic market analysis