

CASE STUDY

Filling the Hiring Pipeline and Saving Time Through Streamlined Processes

CLIENT:

A Canadian Technology Company

PROJECT:

IT Recruitment

CHALLENGE

- The Client experienced explosive growth and needed a significant volume of candidates with a certain skill set to be able to keep up with the incoming work
- They weren't getting the number or quality of applicants they needed, and their interview process wasn't scaling to meet their needs
- Their team didn't have the resources or processes internally to do all the sourcing and generate brand name focused interest

SOLUTION

- We assisted the Client with sourcing, pre-screening, headhunting, and getting qualified candidates booked for interviews
- We streamlined the front-end processes to get more candidates in for interviews faster
- Our recruiter acted as an extension of the Client's team, went to market and generated excitement for these roles while promoting the Client's brand, culture, and opportunities

RESULTS

- The Client was able to generate several offers quickly for quality candidates
- Our approach opened the pipeline of candidates from different sources
- Streamlined processes freed the Client's HR team's time from time-consuming sourcing tasks

Client Quote:

"We engaged with Marny on a contract basis when our company had some ambitious recruitment needs. She was always helpful and provided us with top talent for some of our more difficult searches. She totally understood our needs and met some difficult deadlines. I would definitely work with her again!"

- Director of
Talent
Acquisition

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ABOUT

The Client experienced explosive growth growing from a team of 270 employees in 2016 to more than 2400 staff in just three years. They operate in over 40 cities across North America.

They needed a large number of candidates with a certain skill set to be able to maintain momentum and keep up with the incoming work. With high competition in Winnipeg for the same type of professionals, traditional methods of hiring were failing to secure the right type of candidates.

They weren't getting the applicants they needed from job postings and internal searches. Their interview process wasn't scaling to meet their needs and created bottlenecks in the hiring process.

The Client didn't have the resources or processes internally to do the sourcing they needed to keep up with business demand and generate brand name focused interest to drive the number of candidates they needed.

SOLUTION

We were able to front load the Client's hiring pipeline through focused recruitment services. We assisted with sourcing, pre-screening, headhunting, and getting qualified candidates in front of the Client's hiring managers.

We streamlined the Client's front-end processes to get more candidates in for interviews faster. We created a standard set of questions and set up a pass-through process to get qualified candidates into the HR department for review.

Our Talent Acquisition Specialist went to market and generated excitement for the Client's priority roles while promoting the Client's brand to potential applicants and candidates. She took the time to educate candidates on the opportunity, company, and the Client's vision to connect them from a 'Fit' perspective.

RESULT

The focused sourcing approach increased the number of quality candidates the Client was able to interview and quickly generated a number of offers for applicants.

By reaching out through different avenues and leveraging our network of professionals, we opened up the pipeline of candidates from different sources then the Client could access themselves.

We were able to save the Client a considerable amount of time through streamlining processes of sourcing tasks: headhunting, engaging with candidates, setting up pre-screen calls, doing first rounds of interviews, validating skills through pointed questions, and other time-consuming tasks.

ABOUT RESOLUTE

We work with small to medium-sized businesses to help them implement and manage their technology needs. We develop, maintain, and support infrastructure and custom web, mobile, and packaged applications. Our expert consultants help optimize business processes and lead projects from start to finish. We have clients from a variety of sectors including wealth management, financial services, insurance, non-profit, agriculture, and manufacturing.