



Swoon

Case Study: Direct Hire

Getting You the Right Person Fast

Can you really afford to wait more than a year to fill an important position?

Your open positions are costing you money. On average you are losing more than \$14,000 for every job that stays vacant for three months or longer according to a 2014 report from Career Builder. Furthermore, positions sometimes stay open for a ridiculous amount of time—six months, a year, even longer in some cases. More than half of employers nationwide have an open job for which they cannot find qualified candidates, and 8 in 10 have difficulty filling positions altogether.

The Challenge

A construction management software company spent more than six months looking for a Software Implementation Manager. They'd worked with an executive search firm the entire time the job was open—to no avail. They needed the right personality to step into the job and thrive within the company environment. They interviewed a number of candidates, but they all fell far short of what the company needed. The current vendor was not properly screening the candidates. There were no background checks and a limited vetting process resulting in a number of promising candidates being disqualified after the interview. As the months ticked away and the Manager position remained open, the company grew increasingly anxious. They were losing time and money.

The Swoon Solution

When the software company called us, we understood their desperation right away – our recruiting team took immediate action. We met with the hiring manager to learn the specifics of the position and understand the current staff structure. We took the time to identify the company's environment and culture—a key factor in connecting the right people to the right job.

After the initial assessment, we had a clear picture of what the company wanted and also what the company didn't want. Swoon implemented a proper and rigorous screening process. We connected the needs of the company with viable candidates from our extensive database. We stayed in constant contact with the company to help continually refine our search. Multiple phone calls during the day, text messaging in the evening—our team was relentless in its drive to end this search that went on too long. We wanted to show them what it means to be Swoon'd.

The Outcome

Because Swoon maintains relationships with top-tier candidates and employs innovative recruiting tools, we were able to quickly find an excellent candidate for the job. Based on our assessment of the client's needs, we knew this person was the right fit for them. Within a week, the candidate accepted the offer and the software company breathed a sigh of relief.

Time to fill the position: 37 days.

About Swoon

We are technology and professional recruiters with an unorthodox method and a proven track record of temporary and direct hire placements. Through an approachable method to recruiting we get to know our clients and candidates then connect the best and the brightest with fortune 1000 companies nationwide.

At Swoon we take pride in our process—and in the recognition we've received for what we do.

2015 & 2014 Best Staffing Firm to Work For (Staffing Industry Analysts and Monster.com)

2014 TechServe Alliance Excellence Award

2014 Best Places to Work (*Chicago Business Journal*)



Are you ready to be Swoon'd?

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