

# Engineering Staffing Agency Secures **654 Placements** in **10 Months** with Outsourced Recruitment Support

## Client's challenges

- ▶ Delay in covering all the open roles
- ▶ Limited bandwidth for the onshore team to cover all the open roles
- ▶ Limited pool of candidates for locations with high open roles
- ▶ Onshore recruitment team unable to meet critical hiring deadlines

## Solutions Provided

- ▶ Identified and set up a team of 15 offshore recruiters to deliver this project
- ▶ Trained the team to bring them up to speed with the client's process, systems, and roles in under 30 days
- ▶ Weekly progress review call with the hiring manager to discuss
  - ▶ locations with urgent hiring needs,
  - ▶ focus for the coming week,
  - ▶ upcoming roles for the team to pipeline candidates etc.
- ▶ New jobs covered within 24-36 hours
- ▶ Built pipelines for repetitive roles to ensure the swift flow of candidates
- ▶ Open roles advertised on job portals and social sites to attract more candidates
- ▶ Streamlined the candidate application process into the client ATS
- ▶ Identified best practices from success cases, applying them to other openings as part of the continuous optimization process
- ▶ Kept track of the interviews, offers and starts to keep a check on the success cases and gauge our submittal and turnaround time process

## RESULTS

**654**

Generated 654 placements in 10 months

**95%**



**50%**

Candidate application rate into the client ATS increased from 50% to 95%