

From 20% to 60% Fill Rates: How QX Delivered \$600K in Revenue & Built a 500+ Candidate Pool for Federal Projects



Client Profile

The client specializes in Oracle Federal Financial projects, offering implementation, development, upgrade, and support services to Federal agencies. They are a niche leader in their field and approached QX to build a recruitment team that understands Oracle and Federal space intricacies.

Business Challenges

- **Security Clearance:** Federal projects required candidates with active security clearance, but the client's onsite team lacked expertise in sourcing such talent.
- **Competitive Market:** The federal consulting and systems integration sectors are highly competitive, making it difficult to attract top talent with the necessary security clearances.
- **Challenging Pipeline Demand:** Working with federal agencies required a strong and continuous talent pipeline to support project bids.
- **ROI Pressure:** The client sought a recruitment model to increase ROI.

Solutions by QX

- > **Dedicated Recruitment Team:** Formed a team of three recruiters led by a senior SME specializing in Oracle and Federal requirements.
- > **Robust Training:** Collaborated with the client's onsite director to design a comprehensive training program for the recruitment team.
- > **Efficient Processes:**
 - Developed SOPs for a end-to-end recruitment model covering end-to-end candidate management.
 - Designed SOPs for Federal security clearance and onboarding.
- > **Talent Engagement:**
 - Ran email campaigns, job postings, newsletters, and referral programs to grow the active candidate database.
- > **Employee Retention:** Implemented an Employee Care Program to redeploy bench candidates post-project and pipeline them for future roles aligned with client needs.

Results Delivered



Accelerated Fill Rates: Improved the fill ratio from 20% in six months to 60%, ensuring seamless hiring for critical roles.



Precision Hiring: Maintained an interview-to-placement ratio of 2:1, with offer backouts reduced to less than 0.5%.



Significant Revenue Impact: Delivered 30 successful placements in 1 year, driving \$600K in fees for the client.



Strategic Talent Pipeline: Built a database of 500+ highly qualified profiles, ensuring the client is well-equipped for future Federal projects.