

## Recruitment Outsourcing Case Study

### Introduction

Our client, a mid-sized technology services organization with a mandate to aggressively expand throughout North America, sought the advice of The Talent Company for a unique recruitment solution. At the time, our client had more than 250 employees across offices in Canada and the United States, with plans to double their employee base.

With limited HR resources that would allow them to aggressively recruit new talent, our client was in need of a recruitment solution that would enable it to quickly scale up or down, depending upon business priorities.

The Talent Company, through its recruitment arm – Solara Search, devised a solution that required zero ramp up time, little internal disruption, and a cost effective way to quickly identify, engage, and recruit top talent.

### Our Solution

- A comprehensive managed recruitment solution to support all current and future client recruitment needs.
- Dedicated recruitment leadership support to provide counsel and strategic planning for our client's executive and leadership team.
- The deployment of a variety of recruitment programs including talent

mapping, candidate pipelining, an employee referral program and a social media recruitment strategy to effectively address evolving needs.

- Access to a team of on-site, virtual and talent sourcing resources that deliver qualified candidates for open opportunities throughout North America.
- Recruitment administration and service support for candidate applications and new hire facilitation.
- A Service Level Agreement that outlines support parameters, process and response times.
- Detailed reporting/metrics that provides a complete and current view of recruitment activity at any given time.

Today, The Talent Company continues to provide this client with a suite of talent solutions focused on support for growth, quality of hire and strategic recruitment counsel.

The Talent Company is a management consulting firm that specializes in human resources solutions. We enable organizations to achieve superior business results through the strategic acquisition, management and elevation of talent. Our organization is comprised of leading human resources, compensation, talent, recruitment, and leadership experts with proven track records of consulting and corporate success.

For more information about The Talent Company, [click here](#) or visit us on social channels:

