

Case Study

Talent Pipelining

Introduction

Our client, a mid-sized technology services organization with an overwhelming volume of orders and lacking the appropriate qualified resources to execute quickly sought the advice of The Talent Company for a unique recruitment solution. At the time, our client had approximately 90 employees across offices in Canada and the United States with plans to increase their employee base to 350.

With limited recruitment resources that would hinder them from aggressively recruiting new talent, this client was in need of a customized recruitment solution that would enable it to quickly scale up or down, depending upon business priorities.

The Talent Company, through its recruitment services practice designed 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 the 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 delivered 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 outlined support parameters, process and response times.
- Detailed reporting/metrics with 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 work closely with our clients to develop, optimize and innovate talent practices. Our organization is comprised of leading human resources, compensation, talent, recruitment, and leadership experts with proven track records of consulting and corporate success.

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