



Sourced™: your virtual headhunter

Case studies illustrate how Sourced delivers interested, qualified candidates

Case Study

Waste management company

Headquartered in the Southeast, this large, privately-owned environmental services company supports over 2.5 million customers with nearly 6000 employees.

Challenge: Hiring skilled positions in rural areas.

With a nationwide shortage of diesel mechanic technicians, finding a qualified candidate in smaller, rural areas presented a great challenge to the hiring team. They searched for full-time technicians for several months, and settled for temporary labor until the position could be filled – a costly interim solution. All local resources were exhausted in their effort to attract candidates, including newspaper postings, online job boards, and employee referral programs.

Solution: Sourced takes on the challenge.

After months of searching for qualified and interested diesel mechanics in a rural Illinois market, firm leadership selected Sourced for sourcing and pre-screening expertise. Our team of client management, sourcing, and recruiting specialists identified and pre-screened candidates to confirm qualifications, availability and interest.

Outcome: The waste management fleet is back on the road.

The Sourced team was able to identify 10 interested and qualified candidates for the Illinois diesel mechanic position. Two were hired within a month's time. With our help, the diesel fleet was back on the road quickly.

To find out more about how Sourced can deliver interview-ready candidates:

Tel: 415-263-1306 or hello@recruitology.com

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Established healthcare staffing firm

With a 30+ year history of staffing nurses and healthcare employees for hospitals, government facilities, community health centers, and physician practice groups, this staffing firm was ready to launch a new business line. Their team of nearly 2000 recruiters was at capacity, so their management team decided to use Sourced to help build their growing talent acquisition team.

Challenge: Locate the right executive-level talent.

Fresh senior talent was urgently needed to develop a new line of business, but the firm lacked in-house resources to search for their particular needs. Initially setting out to find candidates on their own, management found it difficult to source people who met their business model's specific criteria. With the challenge of finding the right skills and cultural fit for their company, combined with a slim pool of qualified candidates, management anticipated a search could take up to a year.

Solution: Staffing firm complements in-house team with Sourced.

Management selected our white glove approach to sourcing, pre-screening and assessment of candidates. Our process included an initial intake of required skills and experiences, identification of candidate profiles or resumes that match required skill sets, and outreach and assessment for level of organizational fit. Through our sourcing, qualifying and pre-screening techniques we were able to narrow down the pool to top candidates and perform in-depth assessment interviews.

Outcome: Business development executive hired in one-fourth the usual time.

The Sourced team worked diligently to source, pre-screen, and fully assess all qualified candidates for the open high level positions. Within 30 days – roughly one-fourth the time it typically takes for a senior position, a senior manager was hired. Compared to executive search, the Sourced approach provided a fast and cost effective hiring method.

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HR technology firm

Headquartered in San Francisco, with a development team in Vancouver, B.C., this technology firm needed engineering talent ASAP to meet rising customer demand.

Challenge: Expand the engineering team in a hot market.

The firm's development group was stretched thin to meet rapid business expansion. Technical resources with the capabilities the firm needed are in particularly high demand, with companies such as Facebook®, Google® and Twitter® competing for top talent. Engineering leadership preferred to hire in the Vancouver office, but was open to remote candidates if necessary.

Solution: Sourced quickly locates software engineering talent.

To kick off the effort, firm leadership provided a list of companies in its industry that could be a good source of candidates. The initial set of candidates delivered by Sourced skewed towards software test engineering backgrounds, but through the calibration call with the Sourced client manager, requirements were fine-tuned, and the hiring manager quickly received candidates that looked good on paper, and even better in person.

Outcome: The tech team is staffed up!

In the course of the project, engineering managers reviewed 64 candidates, of whom 22 were qualified. From those 22 qualified candidates, the Sourced team identified five who were interested in the opportunity. In less than 30 days, their top choice was hired for the Vancouver office.

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