

Recruitment Process Outsourcing

Success Case Study



Client:

\$60 million national sales-based consumer services and retail organization.

Situation:

Our client's internal recruiting department consisted of a single HR Generalist. Due to their market success, the department was tasked with recruiting 25 sales managers in 6 markets nationally over a short period of time.

Solution:

We quickly identified our client's challenges, culture and hiring requirements and established an onsite centralized recruiting function within the organization.

Solution highlights included:

- ▶ Creating a careers page on the company website.
- ▶ Rewriting job descriptions and postings to be more appealing.
- ▶ Implementing an applicant tracking system to manage applicant flow.
- ▶ Creating a centralized sourcing team to proactively recruit top talent from competitors and target organizations.
- ▶ Training hiring managers to execute clear and consistent interviewing techniques.

Results:

Through our efforts, we delivered top talent to the organization with:

- **40% reduction in Time-to-Fill.**
- **60% increase in offer acceptance after interviews.**
- **Turnover rate reduction by 15% as a result of improved moral.**

Overall, a robust "Ready to Hire" pipeline of candidates was established.

Client Quote:

“ The RIO team was able to quickly understand our culture and recruiting challenges and partner with us to create a invaluable solution.”

Vice President of HR

Since 1997, The RIO Group Partners (who originally founded The Recruiter Academy), have helped thousands of corporate recruitment professionals from over 2500 companies develop innovative, cost-effective recruitment solutions for today's talent-driven marketplace.

For more information, please email info@riogrp.com or call (734) 414-9822.