

Integrated Talent Strategies

Case Study – Seamless, Scalable RPO Solution

A Fortune 100 Company

The Challenge.

A Fortune 100 client needed to create a corporate recruiting department to handle the sourcing and recruiting function for over 30 North American locations. The newly-formed department would serve all company locations, including corporate offices, engineering facilities, and manufacturing plants.

Up until this time, each location had the authority to manage its own hiring function independently of the other locations. With each location recruiting and hiring on its own, there were economic inefficiencies, constrained dissemination of information regarding talent needs to each location, differing strategies and processes each with various objectives, and a very high exposure to potential legal issues.

The goal was to centralize the client's recruiting function, but they did not want to hire a staff, as they had no experience managing a recruiting operation.

The Solution.

ITS Technologies had been known to the Company for a number of years. ITS had a long-standing business relationship with the Company and a proven track record of filling jobs across all disciplines. They brought the issue to ITS for a solution. As a result, a custom RPO (Recruitment Process Outsourcing) function was created.

Knowing our Client lacked direct recruiting expertise and did not want to manage day-to-day recruiting activities, ITS recommended an offsite recruiting function dedicated solely to the Client. At its peak, the team consisted of 10 recruiters and a manager, all based at Integrated Talent Strategies' headquarters. All team members were direct employees of ITS and were outsourced to our Client. A client-specific recruiting program was successfully implemented. The solution included the selection of an applicant tracking system, establishing background check procedures, developing marketing and advertising programs, and formulating all sourcing, recruiting, and on-boarding strategies.

The Result.

This team remained at ITS for approximately four years. It drastically cut costs for our Client by alleviating the administrative burden associated with the hiring process. This allowed each location to focus on their core responsibilities and helped give our Client a recruiting advantage over the competition.