

Sales Positions

Partial Cycle Solution

Working with Talent Acquisition

Recruiting Process Optimization

Challenges

- California focused where Acceptance had been experiencing a limited supply of candidates at the compensation levels offered
- No means to directly source candidates and limited candidate screening involved in the existing recruitment process
- A high percentage of late-stage candidate fall-out resulting in hiring managers having to interview 5 to 10 candidates to make a hire
- Excessive early stage attrition

Pierpoint Solution

- 2 dedicated sourcers with 8 years of experience and a month-to-month program allowing Pierpoint to scale delivery to meet shifting hiring demands
- Revamped sourcing strategy incorporating new branding; including branded job postings and newly crafted job descriptions
- Major emphasis on directly sourced candidates and redesigning the candidate screening process to provide hiring managers with the top 3 to 5 qualified and interested candidates with the goal of reducing the number of interviews required to net a hire and the percentage of early stage attrition

- DECREASED TIME TO FILL BY 25%
- REDUCED REQUIRED CANDIDATE SLATE TO 3 – 5 CANDIDATES
- REDUCED LATE-STAGE CANDIDATE FALLOUT BY 50%
- REDUCED 90 DAY ATTRITION BY 33%

