**Partnership Background**

**Position Types:**
- Engineering, IT, Sales & Corporate Roles

**Client Hiring Overview:**
- Experienced difficulty in sourcing qualified candidates for professional hiring & had a large annual spend for global agency usage
- Sought a partner who specialized in sourcing for hard-to-fill roles to increase candidate throughput
- Was open to a single provider to supply a more cost efficient solution while decreasing time to hire and increasing candidate quality

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**Pierpoint Solution**

**Phased Delivery Model:**
- The program was initiated as a supplemental sourcing model across North America & LATAM
- Based on sourcing success, the program expanded to include full cycle recruitment on a global scale

**Delivery Interactions:**
- Worked with HR in sourcing model
- Worked with Hiring Managers in full cycle

**Delivery Nuances:** for the full cycle program, delivery took place through both on-site and virtual team members with Pierpoint recruiters traveling to attend on-site training

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- 4 YEAR PARTNER
- 200 HIRES PER YEAR
- 90% CANDIDATE SUBMITTALS INTERVIEW WITH HIRING MANAGERS
- REDUCED TIME TO FILL FROM 73 DAYS TO 45 DAYS