

Non-Exempt &
Exempt Hiring

Engineering, IT,
Sales & Corporate

Global
Program

Sourcing & Full
Cycle Models

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

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

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

