| Non-Exempt & Exempt Hiring | Clinical, IT and G&A Positions | National Program | Sourcing & Full Cycle Models |
|---|---|---|---|

## Partnership Background

**Position Types:**

- Clinical, IT and G&A

**Client Hiring Overview:**

- Experienced difficulty in sourcing an adequate volume of qualified candidates for clinical roles
- Sought a partner who specialized in sourcing to increase candidate throughput
- Additionally required additional monthly bandwidth for IT and G&A hiring

## Pierpoint Solution

**Delivery Model:**

- On-site recruiters deployed to support clinical hiring
- Additional offsite support layered into the program for Clinical, IT and G&A hiring

**Delivery Interactions:**

- Worked with Hiring Managers on Clinical roles
- Worked with HR on G&A roles

**Delivery Nuances:** robust training provided to both on-site and virtual team members with Pierpoint recruiters traveling to attend Gilead sponsored training and culture immersion

- **2 YEAR PARTNER**
- **50 HIRES PER YEAR**
- **HIGHLY SCALABLE – TEAM FLUCTUATED FROM 1 - 4 RESOURCES**
- **REDUCED AGENCY COST BY 40%+**

GILEAD