

1,000+  
HIRES PER YEAR

RPO + VSP

NORTH AMERICA

ON-SITE & OFFSITE  
DELIVERY TEAM

## Long-Term Partner with Recent Program Expansion:

1. **VSP Services** to manage Juniper's contract recruiters
2. Ongoing, long-term **RPO Services** in support of Juniper's recruitment requirements
3. **Engineering, IT, Professional Services, Sales, Consulting and Corporate roles**
4. **Phase 1:** Pierpoint deployed a team of technical recruiters to supplemental Juniper's internal Talent Acquisition team for hard-to-fill Engineering & IT roles
5. **Phase 2:** the program expanded to a Hybrid RPO + VSP model to provide Juniper increased scalability while absorbing and managing Juniper's contract HR staff

- PARTNER FOR 4 YEARS
- RECENT CLIENT RENEWAL
- TIME TO 1<sup>ST</sup> SUBMITTAL: 4 TO 5 DAYS
- DECREASED TOTAL RECRUITMENT SPEND: 10%

- AVERAGE SUBMITTALS PER REQUISITION: 5.5
- INTERVIEW TO HIRE RATIO: 3.5 TO 1
- TIME TO FILL: 42 DAYS TO 55 DAYS
- TIME TO FILL: REDUCED BY 20%

**JUNIPER**  
NETWORKS