



Out-of-the-Box Thinking: Finding the Right Candidate

Situation

The geographical location of a workplace plays a crucial role in attracting and retaining high-quality employees. The wrong location can cost millions in lost talent, productivity, and capital because of a small talent pool.

Our higher education client is located in a niche market without a broad pool of local IT professionals to recruit from. Despite numerous job postings and internal sourcing, the position received minimal applications from under qualified candidates.

Solution

Dedicated Team of Talent Strategists: customized sourcing plan to identify both active and passive candidates who aligned with our clients' specific values and requirements. We focused our search within a reasonable commutable distance of the niche market to expand our candidate pool

Increased Applicants: Thanks to our tailored strategies, EG significantly increased the number of applicants from less than 12 to 100+. We meticulously screened every applicant through resume reviews and in-depth phone interviews.

Results



3:2 submit-to-interview ratio

Our screening processes saved our client time and money because the hiring manager had hand-picked, high-quality candidates to interview.



5-day time-to-fill

Within five days, our client hired the top candidate, generating revenue based on data-decision making.



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