

Sourcing Highly-Qualified Systems Engineer for a Global Leader in Engineering



Situation

For organizations to boost their revenue, a skilled workforce is crucial to identify optimal tools, implement new processes, and train end-users. Our client is a global leader in design, engineering, and manufacturing in the automobile industry. They discovered a need for talent who could install, configure, troubleshoot, and maintain productivity tools, in addition to training end-users.

Our client found it challenging to fill the position. There was an internal skills gap, forcing them to shuffle through dozens of external applications and a handful of interviews. The candidates were either not qualified, too inexperienced, or lacked communication skills for training and developing end-users. The position remained vacant for months.

Solution

We implemented weekly touch bases with their HR to understand their specific needs and improve communication. Our talent strategists developed a tailored sourcing strategy to find active and passive candidates who matched our client's values and needs. We screened dozens of candidates and submitted four highly-qualified candidates for interviews.

We openly communicated with both parties through the interview process, offer acceptance, and first 90 days to ensure a seamless transition and talent fit.

With a three-week time-to-fill, our client eagerly hired a submitted candidate whose experience made them the perfect fit for the team.

Results

By working closely with our client and developing a customized sourcing strategy, we were able to help the company fill a critical position within three weeks.

Today, our client and the company's new hire have expressed satisfaction with the placement. Our approach resulted in a successful placement that benefits our client's employee productivity.

In addition, the candidate has a good working relationship with team members and is an enthusiastic representation of our client's corporate culture.

