

Summit Truck Group is a privately-held company that operates 33 commercial truck and bus dealerships across eight states.

## Customer Challenge

Growth and relocation forced Summit Truck Group to rebuild their Finance and Accounting departments from the ground up. The jobs ranged from roles with basic experience to complex, multidisciplinary jobs that required specific skills and qualifications.

## Recruiting Needs



## Orion Novotus' Solution

- Created partnership with Aggreko with SLAs representing both sides of relationship.
- Leveraged marketing events to engage potential candidates.
- Implemented metrics including hiring manager satisfaction surveys.
- Developed veteran recruiting program to build relationships and position Aggreko as "military friendly."

## Outcomes

- Time to fill at an average of 27 days
- 20 hires in the first 90 days
- Due to satisfaction and service, account has evolved into full RPO
- Established metrics and weekly pipeline reporting to showcase activity, aging, and source of hire data as well as cost per hire at ~\$2,400/hire
- Retention rate of 90% for team members hired; backfilled the fallouts