

RPO CASE STUDY:

Delivering the Power of Talent to a Global Power Provider



THE CLIENT

The client is a global leader in providing temporary power generation, temperature control, and oil-free compressed air systems solutions to customers who need them either very quickly, or for a short or indeterminate length of time. They were seeking a scalable recruiting solution and strategic partner to manage hiring for their North American operations.

THE NEED

This global provider of temporary power solutions experienced tremendous expansion, which became a heavy burden for an already overstretched HR team of just three. At any one time, the trio of recruiters was managing 60-80 job requisitions, as well as the full cradle-to-grave hiring life cycle for every employee. “We were adding talent left and right but simply couldn’t keep up with hiring demands and our workload,” said one recruiting manager. “Our recruiters fell into a ‘squeaky wheel’ approach- the loudest, most persistent hiring managers got their needs met while numerous jobs went unfilled for 90 days or more.

Crippled by lengthy time-to-fill rates and mounting recruiting agency fees with outside providers, HR leadership decided to pilot a recruitment process outsourcing (RPO) solution for all of the company’s recruiting needs. Orion Talent was one two finalists invited to participate in the 90-day pilot program. Just three weeks into the pilot, Orion Talent was selected as the sole RPO provider, having rapidly and efficiently sourced and hired top talent while also generating critical new recruiting efficiencies.

THE SOLUTION

The Orion Talent team, made up of management, senior recruiters, researchers, and reporting analysts, developed and implemented a customized program that allowed the company to efficiently recruit and hire all levels of talent, from senior management and professional roles to all field, tech positions, operational staff, and customer support. Orion Talent developed the program with scalability in mind, and it soon grew from the company’s U.S. and Canadian offices to its Latin American locations.

Orion Talent also saw an opportunity for the company to streamline candidate engagement and oversight, recommending and helping implement a best-in-class global ATS provider, Newton. Meanwhile, the Orion Talent recruiting team was engaging directly with hiring managers in careful collaboration with the client’s HR team. This approach allowed the HR team more time to provide strategic oversight and to focus on the essential workforce development, engagement, and planning work that had fallen to the wayside when recruiting demand exploded.

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TIME-TO-FILL

A 90-day average time-to-fill rate was cut to under 50 days.



HIRING MANAGER SATISFACTION

90% client satisfaction rate.



IMPROVED CANDIDATE EXPERIENCE

ATS monitoring and reporting streamlined the candidate experience.



INTERVIEW-TO -HIRE RATIO

Less than 3 to 1.



MOBILE ATS SOLUTION

User-friendly, time-saving requisition solution.



OFCCP COMPLIANCE

Created an OFCCP compliant talent acquisition process.

Today, Orion Talent's centralized recruiting process handles 100% of all HR's recruitment functions for the client, hiring an average of 200 employees annually since 2012 and placing talent of all skill levels across the U.S., Canada, and Mexico.

Orion Talent also continuously works in partnership with the client's HR team to optimize talent acquisition and expand talent engagement.

"Growth can be a great opportunity and challenge for a business. As with this client, Orion Talent is both a talent partner and growth partner- helping clients take on new business and break into new regions with a proven system for acquiring and integrating top talent with speed and agility. "

-Cory Kruse, SVP, Strategy & Solutions