SOURCE2 | Adaptive Recruiting Solutions™

DOUBLING HEADCOUNT THROUGH ORGANIC GROWTH & ACQUISITIONS

National Engineering Firm Transfers Entire Talent Acquisition Function to Source2 to Meet Growth Objectives

Client Case Study - End-to-End Solution

Client

- 35-year-old award-winning environmental engineering and consulting firm
- Significant growth in business and hiring over the past seven years
- 50+ hiring managers spread across the country
- Seven-year relationship with Source2

Improvement Opportunities

- Highly competitive market to find and recruit engineering, project manager, and technical talent needed to pace customer demand
- Hiring needs ebb and flow based on awarding and conclusion of long-term projects
- Large number of locations in wide variety of challenging markets throughout the country
- Dissatisfaction with results from search and staffing firms and with internal staff whose roles aren't fully dedicated to recruiting

Solution

- Scalable recruitment team to meet hiring goals in support of organic growth
- Create cost efficiency and economies of scale by centralizing recruiters and target geographies
- Integration of Source2 applicant tracking system, advertising, and other technologies including AI
- Utilize AI, targeted advertising, and active outreach to reduce time-to-fill and opportunity cost
- Turnkey talent acquisition to support rapid growth

Results & Outcomes

- 827 Interviews
- 350+ candidates hired

> *"Source2 is the reason our talent acquisition program is remarkably successful. Our broad range of talent needs, which often require quick turnaround, span very niche qualifications to unskilled crafts, and these talent markets are extremely competitive. Source2's knowledge, expertise, dedication, and strong partnership have been the "secret sauce" of our recruiting success."*
>
> **– Chief Talent Officer**

Key Takeaway

- **13,789 candidates recruited and screened annually**

Let's Talk about Solving Your Toughest Hiring Challenges.

clientsuccess@source2.com • 800-557-6704 • source2.com

Delivering results since 1999. Serving clients globally.