

WE GO THE DISTANCE TO FIND THE BEST CANDIDATES ON EARTH.

Engineering / Process Solutions

Case in Point: COMMERCIAL / CIVIL AND FEDERAL GOVERNMENT

One of the largest and most advanced companies in the world, our client provides leading-edge advancements in various industries, including aerospace (aircraft engines/systems, avionics) and automation and large industrial control solutions: two business areas Beeline Recruitment Process Outsourcing (RPO) was proud to support.

With a range of positions to fill worldwide (in highly skilled areas, including engineering, project control and project management), this world leader called upon Beeline RPO to strengthen its existing outsourced recruitment capacities and produce results.

Our Mission:

Fill nearly 100 high-skill-area positions (some that had been open for nearly a year) in 35 locations worldwide, including throughout the United States, Canada, Puerto Rico, Venezuela and Argentina. These ranged from key individual contract positions to larger-scale contracts and task orders requiring quick turnaround.

Our Target:

Highly skilled professionals for various positions ranging from Project Engineers, Senior Estimators, Research Scientists and Software Engineers, to Marketing Managers, Field Service Specialists, Contracts Managers, Procurement Specialists and Program Directors.

Our Timeline:

Beeline RPO's assignment began with a request to fill close to 100 positions worldwide. Additional openings were added along the way. For Beeline RPO, this was a 10-month process.

Obstacles to Overcome:

Supporting an extremely large organization with many stakeholders and hiring processes that varied among business groups created its fair share of challenges.

When Beeline RPO was brought on board, we found many positions had been open more than 180 days and some more than a year. Beeline RPO used a detailed requisition evaluation process to understand issues or challenges to filling positions open for so long.

Another challenge was working with such a wide variety of locations and evaluating the talent pool within small cities to determine whether candidates would need to be relocated. We were working with and managing international hiring in very complex and politically/economically challenging cultures, but that did not stop us from moving forward.

Mission Accomplished:

- During the 10-month project, Beeline RPO delivered by submitting more than 540 candidates for consideration covering all assigned positions. Beeline RPO had the privilege of not only working with our client's Strategic Recruiting/HR staff, but also working directly with many hiring managers allowing a highly integrated relationship and better results.
- At the close of the project, our client had conducted 209 interviews. Our final costs ranged from \$500-1000 per submittal. Our client, in this case, managed the interview-to-offer process following our submittals and reported very favorable results.
- As in many cases, this particular client requested our support when they had been unable to locate candidates on their own. Beeline RPO was able to significantly impact those positions open over 180 days and received commendations from the client for finding highly skilled candidates that seemed so elusive before.
- Utilizing our valuable "people" resources, as well as online outreach to include social networks, partner firms and unique and niche candidate websites for Latin American and Canadian citizens, Beeline RPO was able to generate immediate interest.
- In the end, our client was extremely satisfied with the quality of our efforts and specifically noted our ability to ramp up and fully understand their business needs in a short time period.
- They were also impressed with our turnaround time in submitting qualified candidates, our attention to detail in providing fully screened candidates ready to interview, our follow-through and our focus on customer satisfaction. The high quality of our recruiting staff was also noted across the board by our client's hiring managers.

What our client project managers, in this case, had to say:

"I have truly appreciated your hard work. You have been one of the best recruiters that I have worked with."

"Thank you to your recruiter who has provided me with excellent service!"

Equipped to tackle the most demanding recruiting assignments, Beeline Recruitment Process Outsourcing (RPO) has excelled in many challenging sectors, from IT, oil & gas, and finance to high-level security clearance positions.

In a field where the right connections lead to the right hires, Beeline RPO recruiters have the edge—with almost three times more RPO experience than our competitors. Beeline RPO brings you the pick of active prospects and premium "passive job seekers" you didn't know existed.

With 15 years of experience as RPO experts, we know what it takes to deliver great candidates, even when turnaround is tight.