

# A HIGHER-LEVEL EXECUTIVE SEARCH MADE HIGHLY AFFORDABLE.



## Beeline Executive Search Outsourcing

### Case in Point: ENGINEERING / DEFENSE

Our client, in this case, is a division of one of the world's largest, global, fully integrated engineering, construction and technical services firms. Highly regarded as a top-tier contractor to the U.S. federal government, our client serves every branch of the Department of Defense, as well as the Department of Homeland Security, NASA and other federal agencies. Focused on providing systems engineering and technical assistance to develop weapons systems and extend the life of military vehicles, aircraft and other military equipment, our client also provides logistics support and installation management services, military pilot training, homeland security preparedness, global threat reduction programs, and much more.

### Our Mission:

To not only fill openings for top-level leadership talent, but also uncover a range of passive job seekers worth pursuing.

### Our Target:

In 2008, this client looked to Beeline Executive Search Outsourcing (ESO) to fill a range of critical executive-level positions, including:

- VP Homeland Security
- Regulatory Compliance Manager
- Program Manager
- Manager of Pricing
- Electronic Warfare Advocate
- Finance & Compliance Analyst
- Director of Pricing

The average salary for these positions was \$143,571, with some positions (namely, VP Homeland Security and Electronic Warfare Advocate) up to \$200,000.

### Mission Accomplished:

Beeline ESO responded to this challenge by:

- Locating a number of qualified candidates for each of these roles through our networking, creative sourcing and screening techniques
- Attracting qualified candidates to all 7 opportunities
- Facilitating hires for 7/7 positions

### A High-Quality Search Made Highly Affordable:

By opting for Beeline ESO over a typical placement agency (which in the Metropolitan D.C. area would generally charge 25%-30% of candidates' first-year salaries), our client saved substantially:

- Total spend for 7 hires was \$138,272
- Cost per hire was \$19,753 (approximately 13% of salary)

Typical placement agencies would have expected \$36,000-\$60,000 per hire by comparison.

## Obstacles to Overcome:

Alternative sourcing options included contingency search firms, however, they tend to gravitate toward easier placements. Given the critical nature of positions, our client needed a dedicated resource with experience filling executive roles who could see the process through from start to finish.

## Contingency firms would have also charged significantly higher fees for hires as follows:

- Contingency firms @ 20% = \$201,000 (\$28,714 cost per hire)
- Contingency firms @ 25% = \$251,250 (\$35,892 cost per hire)
- Contingency firms @ 30% = \$301,500 (\$43,071 cost per hire)

Retained firms were not a reasonable option given the costs involved.

## Important Success Factors:

- In addition to substantial cost savings, Beeline ESO provided executive recruiting for positions to include proposals, contingent hires and strategic pipelining. Candidates were carefully screened before being presented.
- Beeline ESO had direct communication with hiring managers and was involved in the entire process from beginning (sourcing) to end (offer extension).
- Our client leveraged the Beeline ESO network to find highly professional candidates who ultimately joined their operations.

## What our client, in this case, had to say about us:

### From senior recruiter:

*"Over the last 15 months you have provided us with numerous well-qualified candidates for challenging and highly visible positions. I have been pleased with the performance of every hire we have made with you..."*

### With regard to their Beeline ESO project manager:

*"She was extremely successful in restoring the confidence that managers lost as a result of a poor performer on the recruiting team prior to her arrival. She walked into a very difficult group that was both challenging because of the type of 'hard-to-find' requirements and the fact that they were so behind and getting ready to pull the positions and give them to a competitor."*

### From senior management, regarding a recent executive hire:

*"You did a great job helping her become acclimated. Thanks so much for your commitment!"*

Equipped to handle the most demanding executive recruiting assignments, Beeline Executive Search Outsourcing (ESO) has excelled in finding, attracting and hiring industry leading talent for leading clients through the public and private sector.

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

With 15 years of experience as ESO experts, we're leading the way in finding the right leaders for companies and organizations worldwide.