

WHEN BUSINESS CONSULTING FIRMS NEED CONSULTANTS, THEY CALL US FIRST.

Information Technology / Business Consulting

Case in Point: COMMERCIAL AND PUBLIC SECTOR IT CONSULTING

Our client, in this case, is one of the world's largest business consulting organizations that has excelled in virtually every industry as well as the government sector. With a scope of expertise ranging from aerospace and defense, to energy and utilities, to retail and wholesale distribution, this particular client integrates hardware, software, business consulting and IT services into solutions that meet business challenges. In great need of building its IT task force on all fronts, from junior/mid/senior-level technical posts to executive-level positions, this world leader turned to Beeline Recruitment Process Outsourcing (RPO) for answers.

Multiple assignments for this client include:

Case #1: Cleared Technical Talent Search / Defense & Intel Project

The Need:

Fill key assignments and provide pipeline hiring for qualified technical talent, primarily in the Metropolitan D.C. area. Additional openings existed in Raleigh, NC; Kansas City, MO; New York, NY; Los Angeles, CA; and Boulder, CO.

Our Target:

All requisitions were for unique and/or high-demand IT skill sets and required only candidates with top-level government security clearances. Candidates had to be willing to travel locally and out of state up to 75% of the time.

Our Timeline:

A 6+ month assignment.

Obstacles to Overcome:

Nearly all of the positions were also open to being filled by other firms (partner companies, subcontractors, competitors, etc.). This presented a significant challenge in locating unique candidates not already in play. Despite such restrictions, Beeline RPO greatly impressed its client by not only meeting extremely short turnaround timelines, but also by generating a "passive" candidate bank deemed highly valuable by the client.

Mission Accomplished:

To date, Beeline RPO has served the client by:

- Submitting 263 candidates for consideration
- Facilitating/conducting 100+ interviews

Case #2: Executive-Level Search / Public Sector Project

The Need:

To assist our client's Executive-Level Search Team (government sector) by filling two critical executive-level positions in Baltimore, MD for its public sector healthcare client: the Center for Medicare & Medicaid Services (CMS).

Our Target:

Specifically, our client was looking for two qualified Program Managers to lead tasks associated with a Healthcare Integration General Ledger Account System (HIGLAS) project for the Center for Medicare & Medicaid Services (CMS). CMS happened to be our client's second-largest revenue generator.

Our Timeline:

Make it happen within 4 weeks.

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.

Obstacles to Overcome:

Finding candidates with such a rare mix of skills for a Baltimore job site was difficult. A strong candidate pool in the Metropolitan D.C. area existed, but the long-distance commute required was a hindrance.

Mission Accomplished:

With an estimated projection of 6-12 candidate submissions, Beeline RPO responded by:

- Delivering 20 candidate submissions (with 3 interviews/approvals required prior to client submission)
- Conducting 11 candidate interviews
- Submitting 3 candidates to CMS for further consideration
- Facilitating 2 job offers

Case #3: Technical Talent Search / Commercial Project

The Need:

Fill more than 100 junior/mid/senior-level functional and technical consulting positions to support our client’s commercial project endeavors.

Our Target:

Find a wide range of technical talent, well versed in a wide range of SAP, Oracle and PeopleSoft modules (including inventory management, project management and manufacturing).

Our Timeline:

Anticipated 24-week process.

Obstacles to Overcome:

Positions were located throughout the United States but all called for the ability to travel from 80%-100% to any location required by the end client. Confirmation of citizenship or Visa status was also required prior to candidate presentation.

Mission Accomplished:

By consulting with Beeline RPO, our client was able to fill its workforce needs and deliver greater results to its clients. Beeline RPO delivered by:

- Submitting 419 candidates for consideration over 24-week recruitment period
- Conducting 127 interviews (involving a technical screening process)

Another significant accomplishment during this period: Beeline RPO was selected to be 1 of 100 preferred vendors from a pool of 5,000 vendor applications.

In Summary:

The client in this case has worked with Beeline RPO for more than three years and repeatedly turns to us for support during peak hiring periods and for unique/hard-to-fill positions.

In each of these three hiring cases, our client was extremely satisfied not only with the overall pipeline network provided, requisition coverage and candidate quality, but also with Beeline RPO’s extraordinary project management capabilities.