

Coordinating High-Tech Hiring Success With Embedded Experts

CASE STUDY

The Challenge

A groundbreaking high-tech client had struggled to retain contingent recruiting coordinators in today's extremely competitive market, causing high attrition rates that threatened to impact business continuity. Without greater stability for its coordination workforce, the slow pace of the client's internal hiring made it likely it would fall short of its ambitious hiring targets for 2022.

Our Solution

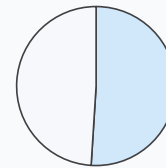
- ▶ Starting with five full-time recruiting coordinators (which grew to 11 in just four months), Russell Tobin's embedded team was on-boarded just like any other internal hire would be, allowing for full, seamless integration into the client's workforce.
- ▶ RTA has experienced no unplanned attrition since launching the program in late 2021, offering the stability the client needed to execute on hiring targets—as well as the agility needed to quickly scale our efforts up and down based on client needs.
- ▶ Following training, the embedded team significantly increased the interview-rate pipeline for the client to expedite the hiring process and gain additional flexibility to pivot resources toward other hiring processes, such as candidate communication duties, facilitation of interviewer training, coordination of “bar-raiser” interviewer participation, I9/background processing, and more.
- ▶ Thanks to Russell Tobin's international Center of Excellence, the embedded team is also backed by support from our colleagues abroad to keep our coordination efforts operating as close to 24/7 as possible.

Our Six-Month Impact



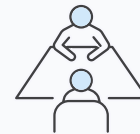
6,489

total number of candidates in talent pool



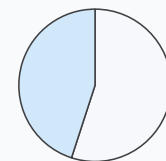
51%

percent of the candidate pool handled by our embedded team



20,396

total number of interviews



46%

percent of interviews scheduled by our embedded team

Learn More About RTA's Bespoke Recruiting Coordination Solutions Today



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