



PEOPLE415

Case Study

Talent Acquisition

Description of the subject:

The client had a history and current state of heightened urgency to fill several Workplace Employee Investigator roles within their organization due to several escalated complaints from volunteers for their organization. They had an internal Talent Acquisition Department with a number of employees from the investigation team partnering with the TA team in order to fill the roles. Even with the number of people supporting the search and recruitment process, they had attempted and failed to find even one Employee Investigator over the preceding 4 months before partnering with People415. With such a highly matrixed organization, and new members in leadership, the cohesion of the recruiting process suffered. The team needed guidance to stabilize, coordinate their efforts effectively, and maintain the momentum needed to recruit such a skilled job role.

The main pain points that the client and team were facing were as follows:

- Lack of team cohesion and established process to meet the average timeline of a candidate searching for employment
- Inability to find the right talent to support the role properly within the organization

Subject's goal:

The goal was to fill all three Employee Investigator roles within two months. Due to the current state of the organization, and the heightened needs of their staff members, we needed to achieve this deadline due to the volume of investigations that the organization was responsible for completing internally.

Hypothesis for strategy:

We knew that if we could effectively solve the pain points that the client was having, we wouldn't have an issue filling the roles that were needed in the organization.

Implementation of strategy:

The first step of the process was aligning with the client's hiring committee. Ensuring that all of the members involved knew what their role was within the recruiting process, and that all of the team were ready to take on their portion when the time came. We took care of mapping out the entire recruitment process from start to finish, including scheduling interview time slots ahead of time, assigning different members of the committee to different rounds of the interview process, and establishing a team schedule to ensure successful touchpoints of each viable candidate.

The second step was developing all of the assets needed including the Job Description, tailored Job Posting to attract the right candidates, interview round questions and documentation needed to capture each interview, aligning on the ideal candidate profile, and additional marketing materials needed for People415 to source candidates directly through various channels.

The third step was initiating the search by posting the job on all platforms to attract the highest number of applications and beginning direct sourcing to candidates of interest who matched the ideal candidate profile.

Results of strategy:

“People415 was the perfect team to help us manage and provide high-touch engagement to candidates for our Investigator role. It was critical that we were efficient, equitable, and intentional. From the initial meeting to the official offer, Thomas who led the search, went above and beyond to make sure the space was collaborative, he understood the nuance of the role, changing team and organization. The team socialized our role and sourced a high caliber of diverse candidates. People415 used industry best practices and tactics unique to their team that aligned with our values and underscored their commitment to place someone stellar. While we were extremely happy with our hire, I remember our internal hiring committee raving about all the candidates we were able to speak to about the opportunity. I am looking forward to continuing to work with the People415 team and believe they are an amazing resource for teams.”

Concluding findings:

The case study reinforced the learning to People415 about the importance of having a consistent, mapped-out, and cohesive process when it comes to recruiting. Gone are the days when you could post a job (even with good pay and benefits) and expect a turnout of qualified candidates who can accomplish what a company needs. It takes time, intentionality, planning, over-communication, and flawless execution.



Schedule time with us so that we can bring you the same success!

Let's talk. hello@people415.com