



National Engineering Firm transfers entire Talent Acquisition function to Source2 to meet growth objectives.

SITUATION: This environmental engineering and consulting client hires over 200 technical and professional level employees per year. For years they struggled to find and recruit the engineering talent needed to keep pace with customer demand. Dissatisfied with their results from internal recruiters and search firms, a progressive VP of HR saw the value in tapping into the expertise and focus of the solution offered by **Source2**.

RECRUITMENT CHALLENGE:

- **Finding Talent** – Tight Market for Engineers, Project Manager, and other Technical Positions
- **Geographic Reach** – With more than 50 locations throughout the U.S., the difficulty of hiring is particularly acute in certain markets
- **Episodic Nature of New Business** – Hiring needs ebb and flow as new projects are awarded and old projects reach conclusion

SOURCE2 SOLUTION: Given their frustration with the ineffectiveness and high cost of third-party search firms, this client was attracted to the flexibility and cost-effectiveness of **Source2's** custom solution. Over time, the relationship has evolved such that **Source2** has full responsibility for all recruiting and is seamlessly integrated into the client's culture and operations. As a true strategic partner, **Source2** incorporates high-level strategic insights based on data analytics to help the client attract and retain the very best talent.

HIGH VARIABILITY OF HIRING NEEDS REQUIRES FLEXIBILITY, SCALABILITY AND INTEGRATION WITH THE CLIENT'S CULTURE.

SOURCE2 RESULTS ACHIEVED:

- **Met Hiring Goals to Support Organic Growth.** **Source2** has consistently executed on recruiting initiatives, enabling the client to meet its annual growth objectives every year
- **Cost-Effective Recruiting.** The client eliminated reliance on costly and inefficient search services, plus gained additional cost savings and economies of scale integrating **Source2's** ATS, advertising and centralized staff of recruiters.
- **Time-to-Fill.** **Source2's** implementation of Artificial Intelligence, targeted advertising, and active outreach to engage passive candidate, has reduced the client's opportunity cost of having unfilled positions.



WORKING WITH SOURCE2: **Source2** became an extension of this client's HR department, including the physical placement of recruiters at key client locations. Our flexible and customized solution has enabled corporate HR to focus on other tasks, such as retention, and has given the client confidence to pursue new business without concerns regarding subsequent execution.