

INDUSTRY

Healthcare

NEED

Our healthcare client needed top-tier IT talent with niche skill-sets within the healthcare domain. Consultants in these specialties are rare and highly-sought after, which makes sourcing and recruiting them a challenge. Additionally, in the VMS environment utilized by our client, the job requirements were not detailed and feedback was not provided on rejected candidates adding additional challenges.

SOLUTION

Akraya employed several creative recruiting strategies to find candidates not readily available on job boards. Tactics included networking on social sites, becoming active in niche LinkedIn groups, social media recruiting, passive networking, and x-ray Boolean searches.

To overcome the challenges associated with the VMS environment, the dedicated recruiting team analyzed the skill sets of rejected candidates to help identify the perfect skill-sets for the client.

RESULT

There will always be a learning curve when it comes to finding the perfect candidates for a new client. With our creative recruiting talent, exceptional Account Management leadership, and expertise with a variety of VMS systems, our learning curve in this situation was minimal. Additionally, we now have a pipeline of talent with niche skill-sets frequently required by our client.