

SIGNIFY SUCCESS STORY

The Challenge

When initially partnering with our client, they were facing a mismatch in their hiring process; a disconnect between expectations and execution. Challenges around candidates' skillsets and whether they were right for the role and also issues with hiring timelines – leading to frustration, inefficiencies and missed opportunities to hire the right people at the right time.

The Solution

We stepped in not just as recruiters, but as a staffing consultancy.

- **Consultation with purpose:** We worked closely with key stakeholders to design and roll out a streamlined interview process – one that could be consistently applied across all departments. This created a level playing field for both candidates and interviewers.
- **Weekly syncs for agility:** To stay ahead of scheduling conflicts and shifting priorities, we introduced weekly check-ins. These became essential touchpoints for aligning on progress, setting expectations, and adapting swiftly when needed.
- **Market education:** We coached hiring managers on realistic expectations based on salary bands and market data – bridging the gap between the talent they wanted and what was available. For high-level, senior talent, we advised on how to appeal to and secure these individuals in a competitive market.

The Impact

We came in to support our client on more than just filling their available roles. We streamlined processes, which has now been adopted across multiple departments. Expectations are aligned, timelines are respected, and candidates move through the process efficiently and confidently. Leading to multiple successful placements– and a stronger, more competitive organization.