

Recruitment solution lowers cost-per-hire and time-to-fill for difficult positions.

A Customer **STORY**

A subsidiary of a diversified global industrial company, this manufacturing company specializes in the production of tubing for use in many industries.

With its sister subsidiaries, the parent company employs over 1,800 people at 29 locations globally.

Areas of **FOCUS**

Industry:

- Industrial Manufacturing

Positions:

- Technical, Health & Life Sciences
- Corporate Professional

Customer **CHALLENGE**

This growing subsidiary located in a rural area needed to increase their overall headcount for an additional shift of workers to meet demand while also giving greater focus to positions that had been vacant for over 12 months. Their Human Resources department faced the challenge of having only one person responsible for hiring in all areas across the company. As a result of being short staffed, the manufacturer was frequently paying high, percentage-based search fees for their hard to fill positions.



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CBI Group met with company leadership team and the Human Resources Manager to assess the immediate challenges and work to identify job requirements, business needs and project plans. The customer needed a partner to develop a strategy and an employer brand to overcome the challenges of their limited candidate pool and remote location. CBI Group provided a partial RPO option offering an immediate on-site resource to partner with leadership and begin recruiting quickly. Our solution was able to provide a flexible arrangement, which enabled our customer to have either a full time or part time resource based upon fluctuating staffing needs.

The combination of difficult skill sets and the need for specialized industry experience presented a unique challenge. However, with consistent focus and a more robust recruitment process in place, we were able to fill positions that ranged from the executive level to manufacturing floor personnel, operating in a continuous 24/7 facility. Some of the filled requisitions include:

- Maintenance Mechanics
- Shift Supervisors
- EHS Supervisors
- Quality Technicians
- Auto Cad
- Lean Champions
- Quality Stop Gap Engineers
- Manufacturing Engineers
- Controller
- Process Engineers

Instead of paying expensive fees to search firms, CBI Group provided a cost effective solution to fill hard-to-find positions.

How did CBI Group add **VALUE?**

The ongoing partnership with CBI Group has been in place for over 18 months and has lowered overall recruiting costs while improving time-to-fill. Our customer no longer has to pay expensive fees to search firms for their hard-to-fill positions. Instead, CBI Group provided a cost effective solution by offering a lower, flat monthly rate for all recruitment services. Our solution also freed up key internal staff to concentrate on other functions within the organization.

Quality of hire was improved by implementing crucial processes with new onboarding and training initiatives, including pre-employment testing. And as a result of CBI Group's success, we were granted the opportunity to partner with other subsidiary locations and hire in multiple locations.

We Build Recruitment SOLUTIONS