



Optimizing Talent Acquisition

How a Billion-Dollar Manufacturer Scaled Hiring by Engaging a Strategic Partner

CASE STUDY SNAPSHOT

Company Profile

- Global Manufacturing leader in electrical, safety, and infrastructure solutions.
- Industry - Manufacturing
- Publicly Traded - Revenue over \$3.9B

Challenge

Scaling production to meet growth trajectory with an overloaded Talent Acquisition team, maintaining culture, and managing costs.

Solution

RPO - Recruitment Process Outsourcing, focusing on salaried positions.

Results

- Grew talent acquisition capacity by 300%.
- Standardized Recruiting Process.
- Team Integration to maintain positive candidate experience.



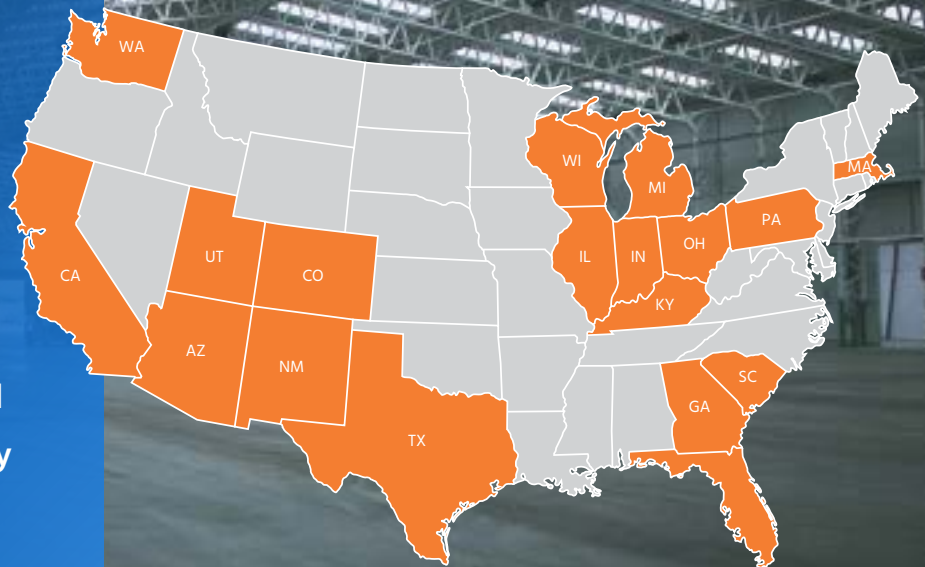
Introduction

Rapid growth can often lead to significant talent acquisition challenges. Companies need talent who not only possess the necessary skills and qualifications, but also align with their culture and values. Filling openings in a timely and efficient manner is critical. Our client, a rapidly growing global manufacturer of electrical, safety, and infrastructure solutions, was tasked with scaling their talent acquisition team to accommodate the volume of openings across various disciplines and sites.

Our client was seeking a partner who could serve as a seamless extension of their team sharing the same values, process orientation, continuous improvement mindset while ensuring a positive candidate experience. All the while, upholding their reputation as a best place to work in the United States. The hiring demand on their talent acquisition team outweighed their capacity to fill these critical openings in a timely manner.

The salaried openings spanned across nearly all functional areas, to include:

1. Sales and Marketing
2. Engineering
3. Finance
4. Continuous Improvement and Lean
5. Operations Management
6. Skilled Talent
7. Quality Assurance and Control
8. Environmental Health & Safety
9. Supply Chain Management
10. Plant Management
11. Training and Development



Geographic Footprint of Talent Acquisition Project

These openings were located at their corporate headquarters and across 35+ sites throughout the United States. Filling these openings in a timely manner with the right talent was critical to the everyday operation of these sites. Additionally, during the first several months of the partnership the hiring volume more than double from the original scope.

Establishing Transparency and Alignment Through Customized Reporting

Transparency and alignment were key elements of the hiring process. Clear and open communication amongst all stakeholders (hiring managers, site leadership, HR and the executive leadership team) regarding the openings and the hiring process was vital to ensure alignment on hiring progress and challenges encountered.

Our team designed and implemented customized reporting that made each step of the hiring process transparent to include days in process, feedback cycle times, time to fill, etc. The reporting was shared daily, weekly, monthly and ad hoc to stakeholders, including the CEO, which enabled quick decision-making and continuous improvement adjustments to the hiring strategy. Overall, the reporting fostered an environment of trust and collaboration amongst MAU and all client stakeholders.



Results

Our partnership provided the client the necessary flexible recruiting capacity to **support their rapid growth, execute standardized processes, and deliver a positive/consistent candidate experience** while providing cost savings.

Furthermore, our ability to adapt and align with the client's culture and strategies has been instrumental to their talent acquisition success. The flexibility of our solution allowed us to scale quickly and effectively. We seamlessly operated as an extension of their talent acquisition team that **yielded 200+ salaried hires within the first year of the partnership.**



ABOUT MAU

With over 50 years of experience partnering with top-level companies, MAU offers a full scope of staffing solutions. From manufacturing staffing to executive leadership, MAU's better personnel and better processes give our clients an edge over the competition. No matter the number of hires, partner with us and discover the power in our people.

[Contact us](#) today for more information!

MAUSM

