



## Case Study: Contract Recruiting/RPO

**Client:** Life Sciences company with 1000+ employees and multiple US locations.

**Challenge:** Filling 100+ open positions across various companies, departments, and locations.

**Solution:** Utilizing a BTA contract recruiter with deep industry knowledge and access to internal systems.

**Results:** Streamlined recruitment process, reduced time-to-fill, and improved candidate experience

### **Background:**

The client, a growing life sciences company, faced the challenge of filling a significant number of open positions across their diverse workforce. With limited internal resources and a need for speed, they sought a flexible and efficient recruitment solution.

### **Solution:**

The company partnered with a BTA, who provided a contract recruiter with specialized experience in the life sciences industry. This recruiter was equipped with:

- **Deep industry knowledge:** Understanding the specific needs and talent landscape of the life sciences sector.
- **Access to internal systems:** ATS, email, and internal chat access allowed for seamless communication and representation of the company brand.
- **Recruitment tools:** LinkedIn Recruiter and Indeed facilitated targeted outreach to both active and passive candidates.

### **Results:**

The contract recruitment solution delivered impressive results:

- **Increased efficiency:** The contract recruiter managed a workload of 40-45 open positions simultaneously, significantly reducing the time-to-fill for critical roles.
- **Improved candidate experience:** Direct access to internal systems and clear communication fostered a positive candidate experience, mirroring the employee experience.
- **Reduced costs:** The flexible contract model provided cost-effective recruitment compared to traditional agency fees.
- **Scalability:** The initial three-month engagement was successfully extended due to its demonstrably positive impact.

### **Key Takeaways:**

This case study demonstrates the value of utilizing BTA contract recruiters in the life sciences industry. By leveraging deep industry knowledge, access to internal systems, and targeted recruitment tools, contract recruiters can:

- **Streamline the recruitment process**
- **Reduce time-to-fill**
- **Enhance the candidate experience**
- **Deliver cost-effective solutions**
- **Provide scalability and flexibility**

For companies facing significant hiring needs, partnering with a BTA for contract recruitment can be a strategic and successful approach to achieving their talent acquisition goals.