



Direct Hire Staffing Success in Financial Services

Industry: Financial Services

Location: New York / North Carolina

The Overview

Our client, a prominent financial services firm, faced a shortage of skilled professionals in key areas such as software engineering, data science, and cybersecurity. Traditional recruitment methods were proving ineffective, resulting in prolonged vacancies, and hampering project deadlines. Recognizing the urgency, the company leadership decided to overhaul their staffing approach and seek a reliable partner to address their talent acquisition needs, the client engaged our services to expedite the hiring process and secure top-tier candidates.

The Challenge

Our client faced shortages in software development, data analytics, and cybersecurity, impeding their strategic initiatives and business objectives. With project deadlines looming, the client faced heightened time constraints, intensifying the urgency to promptly fill vacant roles. Traditional recruitment methods proved inefficient, resulting in low submission to interview rates and prolonged vacancies, hindering organizational productivity and growth.

The Approach

Our team conducted a comprehensive needs assessment to understand the client's staffing requirements thoroughly. Leveraging our network and expertise, we employed targeted sourcing strategies to identify qualified candidates. With the help of Occam AI, we implemented advanced screening techniques to expedite candidate evaluation, ensuring only the most qualified candidates progressed. We established open communication channels, which helped us foster a collaborative partnership with the client, ensuring alignment and responsiveness to evolving needs.

The Outcome

Our team achieved a 100% role fulfillment rate by filling all eight vacant positions within the agreed timeframe, allowing the client to address staffing shortages and resume critical projects seamlessly. Additionally, our streamlined recruitment process yielded an impressive 90% submission to interview and offer rate, highlighting the effectiveness of our sourcing and screening strategies in identifying qualified candidates. By addressing the client's talent acquisition challenges, we enhanced operational efficiency, enabling them to focus on core activities and achieve strategic objectives confidently.

Are you facing similar challenges at your firm?

Contact us at aruba@occamsgroup.com to see how we can help.