



HIRE A FULL TECHNICAL TEAM

IN ONE MONTH

OUR CLIENT DIDN'T GET THE NOTICE THEY NEEDED

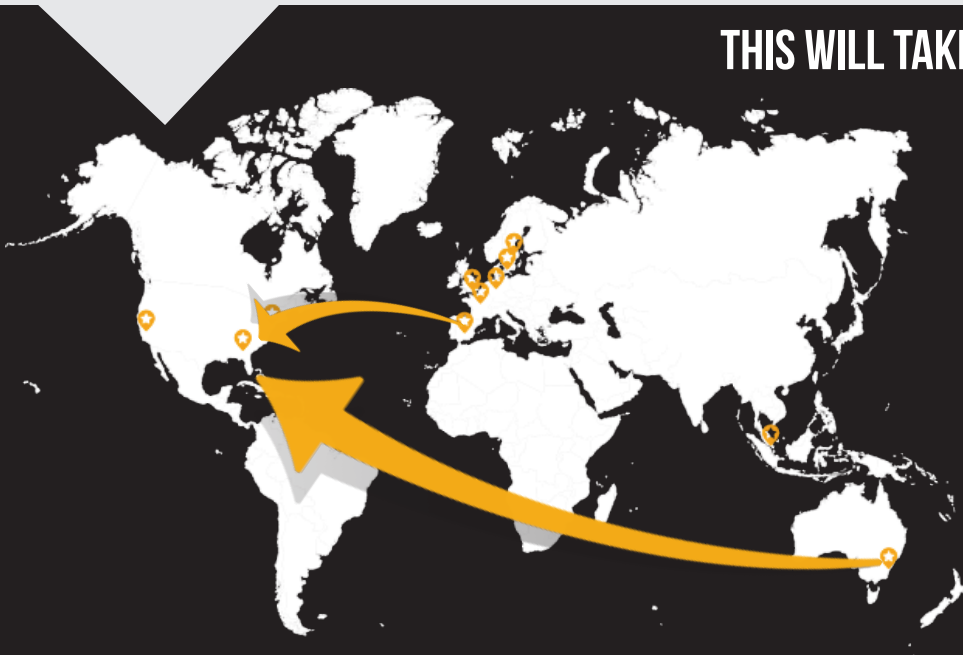
Let's face it—the recruiting world you live in is a hard-knock life. Your Talent Acquisition team is responsible for it all. You source, interview and work with hiring managers. Then someone gives you a three-month project, but whoops! You don't have three months—try three weeks.

Kinetix uses our RPO model to help clients meet unrealistic hiring goals in a pinch. We're here to make you look great.

Our client in this engagement was a global mobile communications company that was relocating its overseas infrastructure from two continents to the US. With less than two weeks to fill 30 positions, they sought the help of Kinetix. We were on it.



THIS WILL TAKE 3 MONTHS. WE'LL GIVE YOU 14 DAYS.



Our client needed hires across multiple technical skillsets (8 different job titles), ranging from Technical Architects to Sr. Helpdesk Administrators. Additionally, the right skills alone weren't enough, as they placed a strong emphasis on hiring for the right cultural fit.

Kinetix swooped in with an all-hands-on-deck mentality and willingness to own the entire project, including building the interview funnel, providing all of the recruiting tools (including assessments to help match cultural fit) and driving daily results.

KINETIX ACTIVATED OUR SPRINT HIRING PROCESS TO GET IT DONE

When it comes to focus on a hiring project with a defined timeline, there's no better option than the Kinetix RPO Sprint Hiring Team. Here's [how we nailed incredibly difficult hiring needs in a short timeline](#) for our client:

1 **Kinetix built the RPO project team using our proprietary model based on specialty recruiters.** We assembled a technical recruiting team involving five recruiters dedicated to the project—all with niche specialties based on the need.

2 **Our Ops Team maximized the sense of urgency using Agile/Scrum techniques, including daily stand-up meetings.** We invited our client to join us on-site for the project to streamline decision-making.

3 **Daily reporting combined with stand-up meetings with client-created on-the-fly adjustments to recruiting activity.** Tweaks to the recruiting process and focus were measured in hours (rather than days) as a result.

4 **The presence and commitment of client to make quick decisions created momentum.** Trust was built as the entire team rallied around the deadline, refusing to lose. 28 offers were accepted in two weeks as a result (65K average salary).



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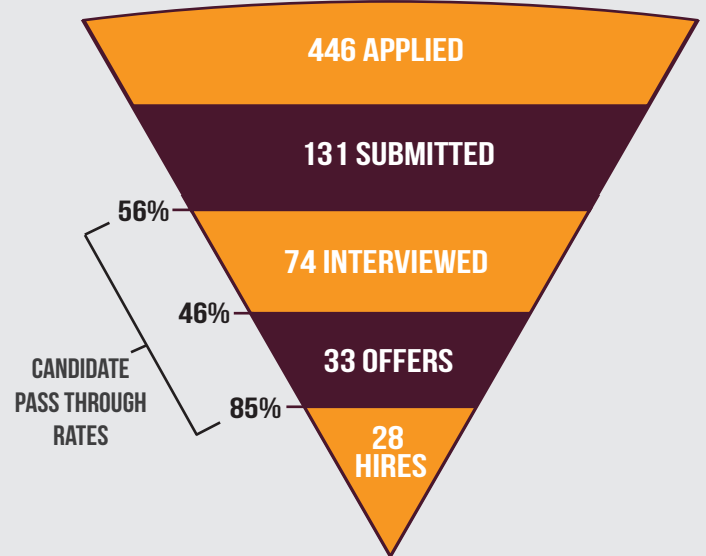
WHAT WE LEARNED: DAILY ACCOUNTABILITY IS KEY IN HIRING SPRINTS

Meeting impossible hiring goals requires three things—a sense of urgency, a great plan and the client’s commitment to make decisions with great speed.

At Kinetix, we use a backbone of reporting excellence to provide accountability in any RPO project we conduct for clients. Knowing what the recruiting funnel looks like at any point in time is key. Add design features like quick-hitting meetings to start each day with all members of the project team, and you’ve got the accountability you need to do great things.

Of course, reporting and accountability is a two-way street. In this example, the client’s willingness to accept our request to join us on-site at Kinetix HQ removed many barriers and provided fast-track decision making required to succeed.

THE KINETIX FUNNEL FOR THIS SPRINT HIRING PROJECT *



*Includes CNOC Engineers, Service Implementation Specialists, MTP/Production Engineers, Technical Account Managers, Sr. Network Administrators, Sr. Help Desk Administrators, Global Head of DBA

RESULTS: TIME-SENSITIVE HIRING GOAL MET AT AFFORDABLE COST

Kinetix delivered on this project—on time and at budget. Our team delivered 28 hires in two weeks across a variety of technical jobs titles (Global Head of DBA, CNOC Engineers, Technology Architects, Sr. Network Administrators) with an average salary of \$65,000.

Our solution was cost effective compared to other options our client was considering (engaging multiple search firms, staffing options, etc.) More important to our client was the elimination of risk. By partnering exclusively with Kinetix, our client gained access to a dedicated team accustomed to sprint hiring that refused to miss the deadline.

If your company operates like most, you won’t have the opportunity to build out a recruiting team before you’re presented with a time-sensitive hiring project. When that challenge comes, do what our client in this case study did—call Kinetix and get the resources you need to look great as a talent leader for your company.

16 AVERAGE PROSPECTS/HIRE

14 AVERAGE HIRES/WEEK

4.7 AVERAGE SUBMITTALS/HIRE

2.2 AVERAGE INTERVIEWS/HIRE

85% OFFER ACCEPTANCE RATE

65K AVERAGE SALARY/HIRE