

## Case Study

# COMMUNICATIONS SERVICE PROVIDER COMPANY

---

## THE CHALLENGE

As a start-up, The client experienced a demand and need to scale up quickly.

The primary requirement needed all the new hires to have a significant level of experience and with the tech industry being candidate driven, it served as a real challenge.

## OUR ROLE

A Recruitment Manager was placed on site with complete access to the leadership team in the company.

Fast and effective talent pooling was conducted by the wider GemPool team, this meant access to our entire candidate pool, our wider network and significant sourcing power.



This model ensured a very high quality of service. We were able to grow the 5 member team to 200 employees in 5 years.

## GEMPOOL'S SUCCESS

- Reduced time to hire by 50% for Mid and Senior level Engineering and Professional Services positions.
- Worked along with the in-house HR team to deliver competency based interview training program to middle management.
- Operated to an offer acceptance rate of over 96% for contract and permanent hires.
- Worked on CV submission to offer extension rate of 35% across all demands in EMEA.
- Overall cost savings of roughly €100K/annum from 2011- 2014.
- An increase in candidate application through social media by nearly 60% since 2011.