



# Securing critical project timelines with exceptional recruitment support and resources

## Industry: financial services

Our client is one of Canada's largest mutual life insurance companies. They work with independent advisors across Canada to offer a competitive lineup of diverse Group Benefits, Savings and Retirement, and Individual Life and Health solutions. Founded in 1920, our client has recently celebrated their 100-year anniversary with over \$4 Billion of assets under their administration.

### The challenge at a glance

Our client had several projects ramping up and had an urgent need to hire 12-16 permanent employees within a short period of time. They had a short supply of stand-out candidates in their ATS as well as limited bandwidth to handle recruiting functions.



#### Costly resources

A large pool of resources was unavailable to our client, resulting in high costs if their hired talent were not a good fit.



#### Insufficient bandwidth

Lacking connections and recruiting bandwidth, our client struggled to identify and hire the right people in an acceptable timeframe.



#### Potential delays

Our client had concerns about further delays and disruptions that may occur due to the discovery and onboarding processes.



#### Inadequate support

Our client lacked the proper resources and support to identify and hire talent for a critical project.

### The bottom line

Without the resources in place to be able to quickly – and confidently – onboard qualified talent to assign on growing projects with tight deadlines, our client was opening themselves to the risk of delays.



## The solution

Our client reached out to Procom to mitigate any further delays in the recruitment process, leveraging Procom's ability to ramp up, hire and deploy qualified talent within tight timeframes.



### Rapid turnaround

In the end, Procom helped the client meet their targets by reducing – and fulfilling – their requirements and successfully onboarded eight qualified candidates within a six-week period.



### Talent access

In addition to sourcing, evaluating, and assessing the qualifications of candidates from Procom's own vast network of talent, we also accessed our client's portal and screened candidates on their end as well.



### Competitive pricing

Our client leveraged our industry expertise to gain competitive pricing information with visibility into rate cards to negotiate a better price with selected vendors.



### Comprehensive support

By undertaking the entirety of the recruiting function, our client was able to free up precious resources to allocate to ongoing projects.

## Key improvements

Procom's expertise in sourcing high-caliber talent within short time frames helped our client in avoiding a potentially risky situation.

- A cost savings factor that Procom employs in the sourcing strategy is tiered pricing based on the number of resources.
- Procom was able to expediently place 8 full-time permanent resources within a 6-week period.

## About Procom

Procom is one of North America's leading staffing and contingent workforce management providers. Our business succeeds because we are reliable, our clients trust us, and we work hard to earn that trust by providing key insights and a commitment to transparency.