



AUSTIN
ALLIANCE
GROUP

TOP TALENT DEVELOPMENT CASE STUDY

Rapid Recruiting: Establish Internal Screening Guidelines & Efficient Onboarding Procedures

Industry: Nonprofit

Need

Recruiting assistance for an organization with no current HR staff, over 50 vacancies for vital roles within the organization, and implementing a recruiting process for incoming HR personnel for a continual pipeline for identified roles.

Solution

The AAG team created and implemented a step-by-step recruiting strategy focusing on efficiency utilizing an applicant tracking system (ATS) and customized marketing of openings for maximum visibility. AAG's strategy included a collaborative process for hiring managers that included education on successful recruiting tactics and interview guides and practices. The AAG team managed the job postings and the ATS, sourced and screened candidates, and streamlined an interview schedule for the hiring managers to maximize the speed at which vacancies were filled.

Results

Within three weeks of starting the assignment, AAG was able to educate the internal team on successful recruiting practices, implement the recruiting strategy, source over 30 candidates, extend offers to seven candidates, and hand off the new recruiting process to the incoming HR personnel. The AAG team continues to be a resource for the client's HR team for assistance with recruiting, fractional HR services, and special projects, as needed.



Bri Bucks

HR Strategic Service Manager

"Nonprofit organizations require customized recruitment strategies, but this particular nonprofit recruiting assignment also entailed competing in a market dominated by the oil and gas industry's salary ranges. Recognizing this obstacle, the organization engaged AAG to create and execute a successful recruiting strategy tailored to their needs and unique market."