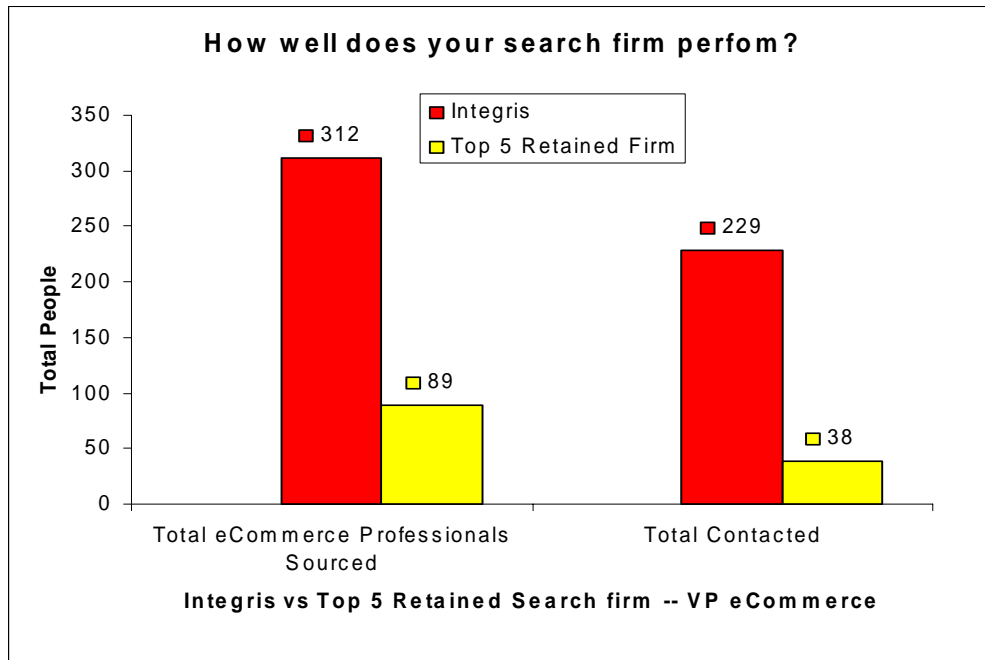


**CASE STUDY**  
**21 DAYS TO HIRE VP ECOMMERCE:**  
**INTEGRIS VS TOP 5 RETAINED SEARCH FIRM**

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**OBJECTIVE**

Our client, a one billion dollar nationally recognized retail establishment had an urgent need for a Vice President of eCommerce with a non-negotiable hire date four weeks from the start of the search.

**CHALLENGES**

Our client was faced with the task of identifying candidates who could build a world class shopping presence from scratch in a six month time period. In order to meet the six month goal, the new hire needed to be in place within four weeks.

**APPROACH**

Integris launched a sourcing campaign which identified more than three hundred eCommerce professionals, successfully contacting more than 40% of the professionals sourced in ten business days. Integris networked with industry professionals, market research firms and service providers to identify candidates with a track record of success in a competitive market.

**SUCCESES**

Four candidates presented by Integris three interviewed by executive committee. Three candidates presented by to 5 ranked search firm, one interviewed by executive committee. Integris candidate hired in 21 days.