

CASE STUDY

SUPPLEMENTAL OUTSOURCING – INSURANCE ASSET MANAGEMENT

SOURCING POOL:

800 FINANCE & INSURANCE PROFESSIONALS

CANDIDATES:

40 DELIVERED IN 90 DAYS

HIRE:

TEAM FACILITATED MORE THAN 50 HIRES IN 90 DAYS

OBJECTIVE

Our client, one of the leading insurers and financial services providers worldwide, was consolidating their North American operations to Chicago, creating needs in excess of fifty full-time employees in their financial services, claims and underwriting departments.

CHALLENGES

Our client offered its west coast employees the opportunity to relocate to the Midwest as part of its consolidation effort, most of who opted for a severance package. As a result of the vast amount of employees accepting a severance package in lieu of the relocation option, funding for the staffing initiative was very limited. Our partnership was formed as a result of a rich history of compressed hiring costs and our ability to source rapidly in the greater Chicago area to prevent excessive relocation expenditures. With a vacancy rate in the upper teens for financial services professionals and the desire that the candidates have an insurance/ financial services background, the pool was limited by geographical preferences.

APPROACH

Integrus partnered with the firm's independent contractors identifying the target companies, appropriate titles and assumed control of the passive sourcing program. The firm's internal recruitment staff and two independent contractors managed the advertising online and run of press to pursue active candidates. Integrus was responsible for the active recruitment on the senior level and high vacancy positions. We actively source and recruited from a pool of greater than 800 professionals generated within 21 days.

SUCSESSES

As a result of the combined effort, more than 90% of the talent was hired and in place within 120 days of commencement.

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