

CASE STUDY



EXCEPTIONAL TALENT QUICKLY

Established for over 40 years, Arcadis DPS Group is a global consulting, engineering and construction management company, serving high-tech industries, employing 2000 people around the world. They have industry experts in key locations in Europe, the U.S., Asia and the Middle East, bringing world-class resources and the latest innovative technologies to every project.

SOLUTIONS FOR YOUR BUSINESS

At a glance



17 ROLES



**2,663 CANDIDATES
REACHED OUT**



78 INTERVIEWS



**54 CANDIDATES
SUBMITTED**

Rent a Recruiter partnered with DPS in the US, on May 2022 to provide support in sourcing candidates for roles on a major semiconductor site in Arizona, Oregon & Ohio

The positions were highly specialised and required very specific expertise and levels of experience.

Rent a Recruiter's embedded recruitment solution was implemented to support DPS. Account Director Mark Loughnane, along with a Recruitment Manager and a Senior Recruitment consultant were brought onboard to assist with the recruitment process.

A complete solution for your business!



**Screening
candidates**



**Scheduling &
conducting
interviews**



**Making
candidates
Offers**



Recruitment Solutions



www.rentarecruiter.com



Europe, United States, Australia,
The Middle East

Rent a Recruiter

Business Solutions



"We used Rent a Recruiter's embedded solution for 6 months to work on specialist engineering roles in Ireland and the US. We loved the concept and felt it was an excellent business process. We liked their 'hands-on' account management and flexible approach. Their goals were clearly aligned with ours and we were impressed with how they took on board our feedback. The team are clearly committed to continuous improvement when it comes to ours and their own processes. Would be happy to use the service again for suitable scaling projects."

ELIZABETH MCCARTHY

GLOBAL MOBILISATION MANAGER

A complete solution for your business!

The Recruitment Challenge

The positions were highly specialised and required very specific expertise and levels of experience.

- Hiring Managers required candidates with experience on multimillion dollar projects
- Approval stages pre-interview often resulted in long delays
- Communication issues across multiple teams and locations
- Management requirements on skills and expertise caused delays with feedback
- Challenges also existed around packages & role locations

Recruitment Solutions

Rent a Recruiter's embedded recruitment solution was implemented to support DPS. Account Director Mark Loughnane, along with one of our Recruitment Manager and a Senior Recruitment consultant were brought onboard to assist with the recruitment process.

Weekly meetings were arranged with the DPS management team to ensure clear communication and regular updates were discussed. Especially around very niche positions and our market search.

Set structures were in place to ensure feedback for candidates submitted was relayed back within actionable timeframes.

Set structures were in place to to highlight progress improvements with DPS on the Candidate search.

Rent a Recruiter

Exceptional Talent Quickly

Recruitment Support

Once clear communications channels were in place between Rent a Recruiter & the DPS Management Team, we commenced our recruitment strategy by:

- Developing Job descriptions & ad copy
- Job advertising across our systems and networks
- Creating candidate searches & sourcing through our search tools and our database
- Conducting screening calls / preparing applications
- Arranging interviews & submitting weekly reports on candidate submittal & interview status
- Conducted regular meetings with the hiring teams at DPS' to follow up on submittals and discuss role specifics.

Our Role:

Recruitment administration support services
Providing data and insights into the talent marketplace
Devising talent acquisition strategies
Sourcing & screening of candidates

Positive Impact

- Set up direct access to Hiring Managers - Reducing the delay on feedback enabling us to follow up more efficiently on candidate submittals.
Regular contact with the Hiring Managers at DPS facilitated a deeper understanding of the role requirements.
- Our team secured traction on roles open for over 12 months
- We created talent pipelines for the next phase of the semiconductor project
- Upon contract completion, Rent a Recruiter submitted a detailed market analysis for niche role requirements.