

# CASE STUDY



## OUR OBJECTIVE IS YOUR **SUCCESS**

Established in 2007 and with 82 employees today, Electric Skyline (ES) is a successful, Irish owned organisation and one of the leading lighting specialists in Ireland. Electric Skyline provides lighting solutions throughout all 32 counties and maintains in excess of 65,000 public lights across 8 Irish local authorities.

### At a glance



**12 PLACEMENTS**



**TWO MONTHS**



**€50k+ Money Saved  
on Agency Fees.**



**2:1 CV: INTERVIEW  
RATIO**

## SOLUTIONS FOR YOUR **BUSINESS**

Key projects in Connaught and Munster requiring multiple Electricians and General Operatives. With no internal recruitment team, HR were over stretched to cover these roles. As the market was so competitive, they needed help sourcing suitable candidates, rather than simply relying on job ads. The challenge was not only finding the candidates but also meeting the exact criteria Electric Skyline had set out. In addition, they needed recruitment administration support including: candidate screening, arrangement of interviews, and assistance with the selection process.

*A complete solution for your business!*



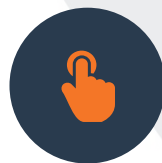
Recruitment Solutions



[www.rentarecruiter.com](http://www.rentarecruiter.com)



**Europe**, United States, Australia,  
The Middle East



**Screening  
candidates**



**Scheduling &  
conducting  
interviews**



**Making  
candidates  
Offers**

# Rent a Recruiter

## Business Solutions



*"Rent a Recruiter were a great help to us, as we had just won a big project and we needed to find a number of people. They were such time savers, as they did all the administration work around screening candidates through ads, but also sourcing great candidates too. It was hugely beneficial and we intend to use Rent a Recruiter for all recruitment in the future."*

**SHARON REILLY**

**HR, ELECTRIC SKYLINE**

***A complete solution for your business!***

The solutions:

**1. Recruitment:**

Electric Skyline used Yala's Rent-a-Recruiter embedded recruitment solution during this scaling up period. 1 Account Director and 1 Talent Partner were assigned to work with Electric Skyline and they managed their talent acquisition function during April and May 2021.

Rent a Recruiter Talent Partner acted as Electric Skyline's in-house Recruiter, offering greater hiring efficiency without the high costs associated with agency fees. Electric Skyline was able to leverage Rent a Recruiters know-how to take the headache out of the recruitment process for the company.

**2. Employer Branding:**

Job ads alone are not sufficient to secure the best people - Candidates today want to know "who this company is?" and "what are they really like to work for?" Rent a Recruiters Recruitment Directory answers these questions. Electric Skyline used this platform to create an employer branding page on our platform including 6 videos, 10 pictures and employee testimonials. All video production and editing was handled by Rent a Recruiter.

The Process:

Our account management team spent time e-meeting (due to Covid restrictions) with Hiring Managers from different departments in order to gain a better understanding of: -Current requirements -Ideal candidate profiles -Job descriptions -Company culture. With Rent a Recruiters Talent Partner in place and a detailed understanding of the positions, we commenced our campaign through a combination of database sourcing and activating tailored job ads across multiple channels, including: -ES company website -ES Indeed page -Rent a Recruiter & ES social media channels (LinkedIn & Facebook)

For more information on how we can assist your recruitment process contact [sales@rentarecruiter.com](mailto:sales@rentarecruiter.com) today.