



**Global Direct-Selling
Consumer Products**
Professional Recruitment

Background

This global direct-selling consumer products company is one of the largest in the \$80 billion industry. Although this company had an internal recruitment team, they needed a vital partner that could quickly come up to speed on their company needs and provide leadership in expediting the hiring process, while at the same time increasing the quality of talent with the insurance of fit into the organization.

Challenges

- Outdated perception of recruiting role and benefits within the organization
- Lack of streamlined sourcing, recruitment, and interviewing process
- Need for filling of key positions that had been vacant for months
- Increase the quality of hired candidates
- Address hiring managers dissatisfaction of prior recruiting support

Vital Approach

- WSI integrated a professional recruiter on site at client's headquarters.
- WSI became integral in the hiring operation of the organization, from ownership of the sourcing / hiring process to ongoing leadership discussion with the hiring managers.
- WSI implemented creative sourcing strategies to overcome issues of filling.
- WSI integrated immediate after hire survey process and 30 day after hire survey process to provide scoreboard / metric feedback.

Vital Results

- Successfully implemented changes in talent acquisition and interview process
- Reduced the time to fill by thirty percent (30%), from 67 days to 47 days
- Increased average monthly placement volume per recruiter to 7 per month
- Created strategic partnerships and earned the respect of hiring managers
- Demonstrated quantifiable improvements in quality of hires measured through survey and follow-up results

Vital Our promise to you.
