



Big results with a light touch

An environmental consulting firm

The Cornerstone RPO Challenge:

This small environmental consulting firm, found its ability to sustain growth hampered by limited resources and a limited recruiting budget. The company needed a way to identify and cultivate potential employees in a booming industry without losing focus on its primary goals. Prior to contacting CRPO, the client used an email account to receive job applications. Inevitably, maintaining this account took a backseat when more pressing concerns arose. Overall, the inbound quality of the applicants were poor, and qualified candidates were missed altogether by the time someone was able to contact them. That's where Cornerstone RPO came in.

The Cornerstone RPO Solution:

After evaluating our client's needs, CRPO concluded that the best fit for the client would be our RPO Lite model incorporating career portal development and management. The client-branded career portal provided a low-cost, dynamic alternative to a "jobs" email account. The program actively collected and organized applicants into a database. This allowed the company to better recognize talent but also provided a more engaging and interactive experience to the candidate.

The Cornerstone RPO Delivery:

Cornerstone RPO set up a career portal using top-of-the-line software. We managed and maintained the portal, and also sorted, screened and submitted qualified applicants in a standard, easy-to-use format. This allowed the company to spend less time finding a good employee and more time choosing the best employee. The career portal along with a fractional recruiting consultant gave this environmental consulting firm a cost-effective way to find quality employees but still maintain the agility a small business needs to stay competitive. 

"Every minute that our consultants had to be in the office sorting through resumes was a minute that they couldn't be in the field making money. The career portal from Cornerstone RPO allowed us to engage and hire the best people but still keep up momentum."

*Kelly Bonds
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