



# Augmenting a Growing Business' Staffing Needs

## A Trillion Dollar US Investment Management Corporation


### The Cornerstone RPO Challenge:

Annually, a growing investment management corporation had a high volume of recurring hiring needs at a number of locations across the United States. As the business grew, the demand for Processing Associates, Investment Associates, and Client Relationship Specialists grew with them. However, the client's internal recruiting staff was in danger of missing the previous year's target hire numbers due to the number and quality of this year's candidate pool. They wanted to ramp up recruiting to hit those targets, but do so without adding headcount.

### The Cornerstone RPO Solution:

After understanding the client's needs, Cornerstone RPO suggested an augmentation approach, where a team of recruiting consultants would be put in place to work hand-in-hand with the client's internal recruiting group to bridge the gap. In less than a month, Cornerstone RPO established a support team of up to 8 consultants to work virtually with the client. The team's responsibilities spanned candidate sourcing and pipeline generation to candidate screening and engagement, as well as assisting in interview scheduling and other candidate preparation.

### The Cornerstone RPO Delivery:

Cornerstone RPO's consultants used a variety of methods to identify and contact qualified candidates. In addition, while working with the client's internal management, the team identified a way to expand the client's candidate base by establishing other equivalent sources of appropriate hires beyond where the client had typically looked in the past. In just over a year of partnership, Cornerstone RPO's recruitment team played a major role in the client's hiring of over 1500 new staff. 

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