



## Remote Resort? No problem

A historic destination luxury resort


### The Cornerstone RPO Challenge:

A five-star resort approached us with a singular problem. Due to their remote location, the candidate pool for 600 summer seasonal positions and 200 additional non-seasonal positions was very low. So low that it was becoming difficult to fill and adversely affecting the resort. Management at this resort had no other options but to use existing employees to try and fill the gaps. The end result was a massive expenditure in overtime and overworked employees. We knew from experience that these were great hoteliers but they needed our help in recruitment.

### The Cornerstone RPO Solution:

Due to the sheer scope of the client's needs Cornerstone RPO decided that the best option for them would be a full-service outsourced internal recruiting department. Only a fully staffed department complete with consultants, technology, and the proper tools could eliminate unnecessary overtime and address the limited candidate pool. One of those essential tools was "Precruitment" – a proactive approach to make sure the client had the right employees at the right time.

### The Cornerstone RPO Delivery:

The size of our recruitment team changed with the seasons and "Precruitment" allowed us to make sure that the pipeline for candidates was filled when necessary. By planning ahead, we were able to identify candidates early and reduce the need for emergency third-party search fees. In this way, we saved the client \$200,000 in third-party fees and significantly reduced the cost per hire. By meeting the client's recruiting goals we also saved the resort millions of dollars in unnecessary overtime. Our team raised employee morale, candidate satisfaction, and customer satisfaction. CRPO did what we do best so that the resort could focus on maintaining its record of exceptional service. 

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