



# Hiring over 1000 impact roles, managing the recruitment from end to end

## Transforming Talent Acquisition for a Rapidly Growing Investment Firm


### Client Overview:

An esteemed investment management corporation, witnessing continuous expansion, faced challenges in meeting their escalating hiring needs across multiple US locations. The client's growth propelled the demand for skilled Processing Associates, Investment Associates, and Client Relationship Specialists. Despite this demand, their internal recruitment team grappled with quantity and quality in their candidate pool, putting into jeopardy attaining their hiring targets. The client sought a solution to enhance recruitment efforts and achieve ambitious hiring goals without increasing their workforce.

### The Progressive Approach by Cornerstone RPO:

In response to the client's requirements, Cornerstone RPO proposed an innovative augmentation strategy. This strategy involved deploying a team of adept recruitment consultants who would seamlessly collaborate with the client's internal recruitment unit to bridge the existing gap. Within a span of less than a month, Cornerstone RPO assembled a virtual support team comprising up to 8 skilled consultants. These consultants assumed diverse responsibilities, ranging from identifying potential candidates and creating talent pipelines to evaluating candidates and engaging them actively. Furthermore, the team developed such a strong understanding of the candidate profile that they progressed to extending offers directly to qualified candidates.

### Transformative Results Delivered by Cornerstone RPO:

The recruitment consultants at Cornerstone RPO employed a multitude of contemporary approaches to pinpoint and engage qualified candidates. In addition to their efforts, in close partnership with the client's management, the team identified inventive ways to broaden the candidate pool. By identifying and establishing alternative sources of promising candidates beyond the client's conventional search avenues, the candidate base expanded significantly. Remarkably, in slightly over a year of collaborative efforts, Cornerstone RPO's recruitment team played a pivotal role in enabling the client to onboard more than 1500 exceptional new staff members. 

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