

Challenge

High-Volume Recruitment: Needed to quickly fill numerous roles for growth.

Experience Gaps: Candidates lacked necessary retail and customer service skills.

Brand Recognition: The company was not known in new markets.

Sustainable Strategy: Needed a long-term recruitment solution.

Brand Development: Required help establishing a consistent brand strategy.

Results

Faster Time-to-Offer: Reduced to 17 days, 15% faster than the internal team.

Shorter Time-to-Fill: Achieved an average of 26 days, 47% faster than the industry average.

Expanded Reach: Rolled out RPO solution to 265+ local stores.

Increased Talent Pipeline: Enhanced candidate quality and quantity.

Boosted Brand Recognition: Significantly increased brand awareness in new markets.

SCALABLE FULL-CYCLE RPO CASE STUDY

Effective Eye Care Recruitment Solutions from Hire Health

To meet these needs, the company turned to Hire Health for a comprehensive Recruitment Process Outsourcing (RPO) solution. Our approach included a new hiring workflow, a multichannel sourcing and marketing strategy, and job description analysis and development.

We collaborated with the HR and Recruiting teams at all levels to understand the company's brand, culture, and open positions. Our team created a targeted candidate profile and developed a sourcing and marketing plan to enhance the client's brand recognition in new markets. We established a repeatable recruiting strategy and process for each newly acquired location.

500 - 1,000
HIRES PER YEAR

MORE THAN
285
LOCATIONS

TIME TO FILL
26
DAYS

90%
CLIENT SATISFACTION