Recruitment Case Study: Simplifying the Hiring Process

Source One supports the staffing process from end-to-end to empower organizations with world-class solutions.
A Helping Hand for Hiring Managers

A leading North America-based insurance provider was looking for a top-notch Director of Strategic Sourcing who could successfully operate in a lean environment to build out a fully-staffed procurement team and provide for a new, more strategic approach to supply chain management.

The medical device manufacturer needed a candidate that fit a very particular set of criteria:

- **Local Resident**
  The insurance provider could not pay re-location fees. As a result, they required a candidate located in the Southeast.

- **Industry Experience**
  In addition to hands-on Procurement experience, the insurance provider needed a candidate with years of experience in its highly-regulated industry.

- **Tactical & Strategic Skills**
  Building Procurement from scratch, the candidate would need to operate in a start-up-like environment. It was essential that they boast both strategic and tactical skills.
Staffing and Recruiting Case Study

The Challenge
The insurance provider struggled to identify a candidate capable of meeting their needs. The provider required a local professional with experience in its highly-regulated insurance industry, the ability to function in a lean environment, and the skills to both guide strategic initiatives and roll up their sleeves to fill tactical gaps.

Devoting over a year to the search, the insurance provider had grown frustrated. They reached out to Source One for supplemental support and guidance.

The Solution
Source One’s procurement staffing experts leveraged its candidate database to pursue both active and passive candidates. In just two weeks, they presented five talented, senior-level procurement specialists to the insurance provider’s hiring team.

In addition to guiding the search for candidates, Source One supported the insurance provider with by conducting an internal candidate review, developing targeted interview questions, and overseeing the scorecarding process.

The Results
For the insurance provider, the headache of recruiting for such a niche role was over. Facilitating the location, vetting, and interview processes, Source One made finding a Director of Strategic Sourcing painless.

In just a few weeks, the client was ready to on-board their new leader and begin constructing a high-impact, strategic Procurement team.

Source One optimizes the hiring process from end-to-end to ensure clients develop and maintain an effective approach to Procurement talent:

- **Staffing Needs Assessment** — Assess Procurement’s maturity, identify gaps, and develop an actionable plan for building the right team.
- **Internal Candidate Review** — Dive into your organization to uncover hidden sources of value and empower Procurement with cross-functional resources.
- **Interview Advisory Support** — Enter the interview process armed with the insights and questions you need to make an informed assessment.
- **Candidate Scorecarding Service** — Make sense of interview results and make a truly strategic hiring decision with support from Source One.

Source One Can Help
Source One combines capabilities from across its portfolio to help companies identify, on-board, and empower world-class talent.