

Strong Talent Acquisition Strategy Serves Investment Firm Well

Ultimate Staffing Services is well known for developing strategies that align with a company's mandates and unique culture. In this visual case study, we will explore how our staffing solutions deliver on performance expectations and standards of quality for an investment firm.

Partnership Overview

An investment firm's human resources manager was filling 99% of all job requisitions she received from hiring managers across multiple departments. With a background in staffing, the director sought suppliers who value true partnerships. What she found in Ultimate Staffing was a company whose mission, vision, values, promise and purpose (MVVPP) mirrored the culture of the firm, as well as a partner who went above and beyond to respond to her requests.

Ultimate Staffing's deep understanding of the firm's hiring standards and the dynamics of their culture guided us in our efforts to provide highly qualified Ambassadors (the temporary workers who represent our company at the client's workplace) that aligned with the firm's expectations. Ultimate Staffing's combination of industry experience, proven methodology, award-winning tools and dedicated recruitment professionals empowers this investment firm to meet their business goals. As an added bonus, after working together for many years, Ultimate Staffing anticipates future needs and proactively recruits for potential requisitions.

By the Numbers

2010

year relationship started

15+

average years of experience
per team member

90%

retention rate

Services

- Temporary
- Temporary-to-Hire
- Payroll Services

Primary Positions

Client Relations, Call Center Operators, Processing and Data Entry

Other Requirements

- College Degree
- Professional level experience
- Pass drug and background checks

Ultimate Added Value



Improved applicant consistency was certainly a priority for the firm. Ultimate Staffing saw a great opportunity to dramatically improve candidate selection and time-to-fill by utilizing **VideoSelect™**, our proprietary interviewing system. Through VideoSelect, applicants can record a three minute video, answering questions typically asked in a first interview. Our team then emails the video to hiring managers, allowing them to quickly narrow their selection of candidates.



Other time savers include the implementation of **Expedite® | Timecard** and **Expedite® | Report**, our proprietary procurement technology. The firm appreciates the quick timecard approval process and single invoice available through the system. The firm is also values the level of intelligence provided in real-time reports.

Ultimate Staffing's creating remarkable experiences...

- Value:** Using a staffing firm's core competencies to quickly recruit and assess qualified candidates in a tight labor market
- Knowledge:** Understanding the firm's requirements—skills, culture match, employment standards and strict timelines—while following established processes
- Consistency:** Dedicated team members serving the firm since inception has created trust, loyalty and assurance
- Satisfaction:** Client appreciates old-school "make it happen" attitude blended with leading innovations