

CASE: Hard-to-Fill Roles / Lack of Available Talent

Helping One of the World's Largest Legal Firms Find Security and Network Engineers in Chicago

Challenges

This client was looking to fill three hard-to-fill tech positions including a Manager of Governance, Risk, and Compliance, a Senior Security Engineer, and a Global Network Director in their Chicago Loop location. The business impetus for these new hires included replacement hires, the creation of a new product, and new corresponding projects. Some of the specific recruitment challenges they faced included a limited talent pool of qualified candidates and a lack of delivery from other staffing suppliers.

Solutions

Workbridge Associates immediately activated the localized Systems and Security team in Chicago and dedicated Sourcing team. The account lead met with the client stakeholder to conduct a comprehensive assessment of the job opportunity and hiring process and identified several areas of targeted improvement: quantity of submittals, length of hiring process, and offer acceptance.

Results

Within three months, Workbridge helped the client fill all three open technology positions. Out of 15 candidates submitted, the client chose to interview all 15, and quickly extended offers to three of them. All three offers were accepted. Two of the three positions that Workbridge helped fill were manager and director level roles that the CTO was previously more hands-on with in management of the security teams. Once the roles were filled, the CTO was able to refocus on strategy, helping the business perform at a higher level.

At A Glance

Industry

Legal

Volume

3 Positions

Positions

- Manager of Governance, Risk, and Compliance
- Senior Security Engineer
- Global Network Director

Locations

Chicago, IL

Results

- Placements: 3
- Submits to Interview: 100%
- Candidates to Job: 5/1
- Offer Acceptance: 100%
- Time to Fill: 1 month
- Time to Hire: 2 weeks
- Supplier Status: Preferred Vendor
- Competitive Fill Rate: 100%

//

Not only do we have 3 hires now from [Workbridge] that are a great fit from my perspective, but Jon & Milan (hiring managers) are so happy we have an agency that sends us what we want and more importantly – what's right for us."

- **Erin**, Senior Talent Acquisition Consultant