

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 in their Chicago Loop office location including: Manager of Governance, Risk, and Compliance, Senior Security Engineer, and Global Network Director. The business impetus for these new hires included replacement hires, the creation of a new product, and 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

Motion Recruitment immediately activated the localized Infrastructure and Security teams, as well as the dedicated Talent Services 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, Motion Recruitment helped the client fill all three open technology positions. Out of 15 candidates submitted, the client interviewed 100% and quickly extended offers. **All three offers to their first choice candidates were accepted.** Two of the three positions that Motion helped fill were manager and director level roles that the CTO was previously more hands-on with. 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

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

#### 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%

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*"Not only do we have 3 hires now from [Motion] 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