

CASE: Heavy Hiring Competition / Limited Talent Pool

Helping a Leading Broadcast Company find Innovative Tech Professionals in the Los Angeles and Tri-State Area

Challenges

This client was looking to consistently hire hard-to-fill Creative, Software and Functional roles in Los Angeles and the Tri-State area. These positions were open because of new company initiatives to stay cutting edge in the media industry, through a movement to non-traditional content streaming outlets. Some of the specific recruitment challenges they faced included: a **limited talent pool, heavy hiring competition and a long hiring process.**

Solutions

Motion Recruitment immediately activated the localized Creative, Software and Functional teams, as well as the Talent Services Delivery Center. 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, including **quality of submittal and length of the hiring process.**

Results

Motion Recruitment started this partnership in 2015 as a Tier 2 Vendor and **filled 100% of the roles** opened to the team. In 2016, Motion was made a Tier 1 Vendor and **awarded “All Star Supplier” and “Vendor of the Year”** by the client. Given this performance, Motion Recruitment was invited to participate in additional lines of work (Direct-Hire and SOW), and to directly communicate with the clients’ managers on hiring trends and strategies. This level of partnership has **resulted in a 1.5 Job Fill Rate and an industry leading Time to Fill of 8.9 days.**

At A Glance

Industry

Media and Entertainment

Volume

145 Contract & 15 Direct Hire Placements

Positions Filled

- Creative (36)
- Help Desk (30)
- Analyst (22)
- Non IT (19)
- Back End (16)
- Project/Product (15)
- Front End (10)
- Infrastructure (6)

Results

- Job Fill Rate: 1.5
- Candidates to Job: 3:1
- Time to Fill: 8.9 Days
- Time to Hire: 25 Days
- Conversion Rate: 23%
- Offer Acceptance: 94%
- Contract Completion: 99%
- Program Participation: 98%

//

[Motion Recruitment] is super helpful, so responsive, and have great follow up skills... [Their] partnership has made a positive impact on our hiring needs, and I'm looking forward to working on many more roles with [the] team."

- Frank, Program Manager