



## ENGAGEMENT BACKGROUND

HirePower was engaged by one of Canada's largest food distributors as a dedicated RPO provider to support the transition from decentralized to a centralized talent acquisition model, ongoing recruitment fulfillment and best practice project initiatives.

## HIREPOWER SOLUTION

HirePower partnered with our Client to build a Talent Acquisition Center of Excellence from the ground up. Our scalable team of both onsite and offsite Consultants ranged from 6 to 20+ resources at its peak, consisting of Program Managers, Recruitment Managers, and various levels of TA Specialists.

The HirePower team supported multiple lines of business for the parent company including all corporate departments, store support, e-commerce, financial services and a new real estate company spin off.

- Introduced a wide array of sourcing strategies, programs, dashboards and measuring tools.
- Initiated strategies to reduce agency spending, lower time-to-fill and improve the quality of candidate pipelines.
- Managed a contingency workforce of over 300+, including process redesign and VMS implementation (req through to offboarding).
- ATS implementations and change management (Kenexa and SAP).
- Led specialized recruitment programs; legal articling, CATO and Grad program, industry/school events and career fairs promoting the Client's employer brand.
- Strengthen hiring manager training, engagement, and enhance employer brand awareness.

## RESULTS

The strong relationship and trust built as a long term RPO partner for 10+ years, led to a seat at the leadership table, and the opportunity to contribute to various special projects and initiatives.



Reduce time-to-fill for specialized hard-to-fill roles from 25 weeks to 5 weeks, with an overall hire average of 4.5 weeks



Reduce agency dependency consistently throughout the partnership from over 50% down to 1%



Cost avoidance of \$5 million over 6 years



Robust active pipelines for critical and high-volume roles



Execution of end to end recruitment for up to 5000 corporate hires and 1000 store management hires per year



Centralized best in the class high performing Talent Acquisition function