



Technology Consulting Company Hires ROSS to Find Superior Candidates, Reduce Recruitment Costs, and Increase Revenue

THE CHALLENGE

Spheric Technologies, a Profit Hot 50 Emerging Growth technology company, offers its technology consulting services to Fortune 500 clients across North America. To accommodate its rapid growth, the company needed several highly qualified consultants, but the demand for such sought-after candidates greatly outweighed the supply.

Having utilized their external networks and employee referral program to its limit, and having marginal success with traditional job postings on career sites, Spheric was no longer bringing in top talent. To maintain its stellar reputation and expand revenue, the company needed a stronger recruitment process.

THE ROSS SOLUTION

Spheric engaged ROSS to solve these challenges through its Recruitment Process Outsourcing (RPO) solution. RPO from ROSS includes cultural reviews, recruitment 2.0 sourcing strategies, and process management.

Spheric outsourced its recruitment to ROSS instead of hiring an internal recruiter because its strategies could scale up – or down – as necessary, without providing too much or too little work for an internal employee. Additionally, ROSS provided an entire sourcing team, rather than just one person, and could headhunt directly from Spheric's competitors.

After thoroughly examining Spheric's specific circumstances and key contributing factors, ROSS created a program that secured access to a wide net of qualified candidates across North America. The variety of sourcing techniques included traditional methods, deep sourcing, networking, and social media. ROSS also identified top talent via recruitment best practices, including technical screening, competency-based interviews

“When a client has specific resource needs that are not easy to find, you have to be creative and innovative in your sourcing strategies and techniques. We used over thirty sourcing techniques to cast the net as wide as possible, but with one eye continuously on the cultural fit to Spheric.”

-Rob Berger, President & CEO, ROSS

tailored to the soft skills required for each position, and pre-employment testing to ensure the candidates truly were the best of the best.

The final piece of the puzzle involved ROSS understanding Spheric's corporate culture to ensure candidates were an excellent team fit in addition to being technically outstanding.

THE IMPACT

As a trusted Business Partner, ROSS trained the management team on effective interviewing techniques and created a unified interviewing process. Weekly metrics showed the agreed deadlines for each phase of the recruitment process and progress made to date. The process was simple, effective, and personalized to exceed the expectations of the Spheric management team. Goals achieved included:

- Number of qualified consultant candidates and new hires significantly increased.
- Pipeline of qualified consultants for future needs was established.
- 80% of candidates presented were hired.
- Increased revenue due to Spheric's ability to take on and deliver additional projects.

“The depth and quality of the candidates introduced to us, after successfully completing the ROSS Competency-Based Interviews, has been first class. ROSS continues to build a pipeline of excellent candidates who will be a great fit with our culture. We are feeling the WOW factor in using ROSS!”

- Dan Martell, Founder, Spheric Technologies



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