



High Volume Hiring for Commercial Construction

A large commercial and industrial construction company needed assistance with its sourcing function to increase its talent pool.

The Company

The client began as a local excavator in 1906 and today is one of the most experienced and trusted providers of construction services in the United States. From general contracting and design to water infrastructure and civil construction, the client manages large-scale projects across the country.

The Challenge

The client was missing a sourcing function in its talent acquisition department. The firm hired a Recruitment Sourcing Manager to manage the process who needed a team. Prior to his hire, the firm relied on referrals and job postings but did not source passive candidates. The new sourcing manager wanted to find untapped talent by engaging passive candidates to create a larger talent pool.



LOCATION

Nationwide, Across the U.S.

INDUSTRY

Construction

SIZE

4,500+ employees

IQTALENT HIRES

Over 40

LENGTH OF ENGAGEMENT

2 years

SERVICES

Sourcing

TOP ROLES

Project Engineer, Corporate Counsel, Network Engineer, Safety Manager, Superintendent, Chief Financial Officer

The IQTalent Solution

The client engaged IQTalent to begin sourcing passive candidates and build a candidate pipeline immediately. The company relied on IQTalent's extensive tech stack for candidate management, research, and outreach.

The client took advantage of the IQTalent on-demand flexible model to fill many of its professional, sometimes hard to fill roles. The ability to scale up or scale down IQTalent's hours when managing the internal team was an important piece of the firm's recruiting strategy. IQTalent provided an average of 120 hours of weekly sourcing support to the client, scaling up when hiring volume increased and scaling back when the pipeline was full.

The Results

The client immediately observed a remarkable improvement in the quality of candidates in the pipeline as soon as the IQTalent engagement began. The communication between the IQTalent team and their team was seamless, including consistent weekly meetings, status updates, and complete transparency into the IQTalent process and data. IQTalent quickly began sourcing for job requisitions across all divisions of the company, working hand in hand with multiple hiring managers for diverse roles.

The client's engagement with IQTalent continues to be an integral part of the company's recruiting strategy.

Total Hires: 40+

Average cost per hire: 20% of new hire salary

Total billing over 2.5 years: \$957,300 across \$4.7MM in salaries

Savings Versus Traditional Contingency Recruiter: Over 30%

"Our client has been an amazing partner, and we have truly blended our two worlds. Their talent team has fully integrated us into their culture and process in order to achieve the best solutions and success in hiring throughout the client's organization."

- JP Olivas, Director, Industrial & Manufacturing Practice, IQTalent



From the beginning of our engagement, we immediately noticed higher quality and better candidates.

This resulted in a higher quality candidate pipeline, start to finish. Our relationship with IQTalent is extremely important. The IQTalent team is able to satisfy our leaders across multiple departments and keep everyone happy!

Recruiting Manager

Large Industrial Construction Company

