



New ventures create rampant growth

A Fortune 150 financial services firm

The Cornerstone RPO Challenge:

A Fortune 150 Banking and Credit Card company had a high volume of staffing demands. The unforeseen volume had increasingly overwhelmed the internal recruitment department. The firm was very active in mergers and acquisitions and the staffing department had to respond to rapid demand for new talent. In addition to the high volume of incoming requisitions the department was required to follow an extensive interview process and found themselves unable to address demand in a timely fashion with their current team.

The Cornerstone RPO Solution:

After examination of the issues, Cornerstone RPO advised the client that they would benefit most by taking us on as a primary partner in the recruitment process. In this capacity, we were able to provide recruiting consultants specializing in the evaluation of a variety of skill sets – bank operations, financial analyst, business analyst and IT professionals– necessary to fully staff these new ventures. Our specialists utilized a competency-based approach, along with behavioral interview techniques, to enhance the recruitment process. We could thus ensure that the client received not only the most qualified personnel, but also the best fit for their unique company culture.

The Cornerstone RPO Delivery:

At any given point, CRPO provided between 20 and 60 onsite and remote Recruiting Consultants to augment the client's existing team. CRPO consultants have been credited with approximately 6000 hires per year and have ensured that the client was able to meet staffing demands efficiently. CRPO greatly reduced or eliminated any third-party permanent placement fees. 📌

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