



CASE STUDY

New Small Company with a Large Engineering Project

A cash management company spun-off from its much larger parent with minimal working capital. The new company had no job descriptions nor any cohesive managerial system.

The Challenge

Upon winning a project with the Federal Reserve Bank, the new company needed to more than double their engineering team by filling 30-40 roles in six months. Although they had an incumbent supplier through their parent company, Volt offered to work with them consultatively on this project as a separate, exclusive contract. Part of the agreement was to hold hiring managers to a defined amount of time for resume review with a set schedule for interviews. Managers resisted the time constraints and scheduling. Leadership struggled with the transition from a big organization with many resources to a very small company.

HIGHLIGHTS



During the first three months, Volt filled 14 of 20 openings.

By the end of six months, our client was fully staffed.

The Solution

With executive approval, Volt attended HR and company meetings. This enhanced our credibility and gained trust. We presented metrics and status reports on hiring activities and costs during their monthly board meetings. **Volt helped the new company shape its staffing organizational structure and became an extension of their HR group** over the half-year period it took to ramp up for their project. The company's requirements involved both direct hire and contract positions.

The Result

Volt's recruiting manager established weekly resume review meetings and gained the confidence of our client's engineering managers. With her engineering background, Volt's manager helped the client's hiring managers better define their job descriptions and build an organizational chart that worked well for the new company.

We guided them to seek the types of candidates they truly needed and to better understand the available talent market. During the first three months, Volt filled 14 of 20 openings. By the end of the six months, our client was fully staffed with best-fit talent for the new organization.