



CZ CONSULTING

WHITE PAPER

REVOLUTIONIZING TALENT ACQUISITION: A HOLISTIC APPROACH TO RECRUITING EXCELLENCE

Uncover the common hurdles faced by organizations in today's competitive hiring environment, ranging from outdated technologies to ineffective hiring strategies. Learn how overcoming these challenges is pivotal for attracting and retaining top-tier talent.

www.czrecruit.com



\$40M Manufacturing Enterprise Technology Company

Our client, a leading SaaS provider in the packaging and manufacturing space was recently acquired by a private equity partner. They were experiencing staff retention issues, hiring process challenges, antiquated technology and facing headcount expansion requirements. By implementing our processes and bringing us on as a trusted partner, our client was able to exceed their goals.

15% 
Total headcount growth over 1 year

Positions Hired

- Director of Professional Services
- Manager, IT Manager Services Support
- Implementation Specialist (3x)
- Director of Marketing
- IT/Implementation Project Manager
- Manager, Professional Services
- Named Account Manager
- Sales Executive (2x)



98% Retention rate for new employees hired

In the span of 1 year, almost all of the employees hired through CZ Consulting are still with our client. All of our candidates are guaranteed for 90 days, but this was never needed.



27% Reduction in talent acquisition costs

When determining total talent acquisition costs, we consider multiple factors:

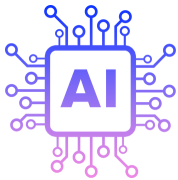
- Employee turnover costs
- Bad hire costs
- Hours dedicated to replacement searches
- Hours dedicated to recruiting efforts
- Cost of unused/underutilized ATS and recruiting software

Executive Summary

In the dynamic business landscape, our holistic recruitment consulting services aim to provide clients with a complete, technologically advanced, and nimble recruiting program. Rooted in honesty and integrity, our mission is to help companies grow effectively and efficiently by finding and nurturing culture-blazing talent.

Our clients and candidates are experiencing one of the most challenging hiring markets we have ever seen. With layoffs becoming the new standard, some of our clients are seeing as many as 400 applicants to their job postings. Our goal is to alleviate the tumultuous and time-consuming task of sifting through so many candidate profiles.

OUR CAPABILITIES



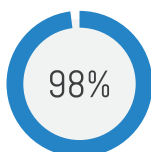
Our cutting edge, AI-driven recruiting technology gives us access to the best talent, quickly.

Our “big league” training combined with a boutique, high-touch approach, gives us the best of both worlds from a recruiting standpoint.



Based on an average of job postings across our clients, we have delivered top candidates within 48 hours.

98% of our sales talent placed are still in their same jobs today.



Average Turnover Costs

1.5x-2x

According to Forbes.com it can cost upwards of 2x a total employee's annual compensation to replace them.

Number of Job Applicants

118 per job

There is an average of 118 applicants for each new job posted by your company according to resume.io, a tremendous amount for your team to sort through.

67 Days
to hire

According to LinkedIn, in 2023, the average number of days to hire a new candidate (from the time a job was posted to their first day) started at 44 days and went all the way up to a staggering 67. Imagine waiting more than 2 months to find and hire talent for your team.

Continued...

When working with CZ Consulting, clients can expect substantial growth, a significant reduction in turnover, faster hiring times, and access to better talent. Unlike traditional recruitment services, our focus is on making your recruiting operations well-oiled and effective machines.

OUR PROCESS



We meet with hiring managers first to learn your company culture and all of the ins and outs we need to know to best represent your brand. Our goal is to be an extension of your organization, not just a bolt on service.

We take a "culture-first" approach to our recruiting process. Sometimes candidates look great on paper, but that does not guarantee a great fit for your role. We analyze their culture fit first, and skillset second.



Unlike most staffing firms, we do not use the "spaghetti method". Throwing tons of resumes at you to see what sticks is not a recipe for success. Our process uses three key steps: Submit, Learn, and Adapt. If a candidate does not fit the bill on our first try, we take time to recap with your hiring team, adapt our focus and get you the best person for the job.



New Applications

48 Hours

By implementing our processes, you can expect to see top, qualified talent within 48 hours*

*Based on an averages of job postings across our clients

Retention Rate

98%

Yes, 98% of our candidates placed remain in their current roles today.

