

CASE STUDY



OUR OBJECTIVE IS YOUR **SUCCESS**

Social Talent is a privately owned, Irish Enterprise SaaS company. They are the world's leading e-Learning platform, exclusively dedicated to improving the hiring process for all organisations. The company currently employs close to 50 people and they have clients such as IBM and Intel.

SOLUTIONS FOR YOUR **BUSINESS**

At a glance



**4 SENIOR
PLACEMENTS**



TWO MONTHS



**3:1 CV: INTERVIEW
RATIO**

SocialTalent had 4 critical vacancies - Marketing Director, Senior Business Development Manager, Employee Experience Specialist and Senior UX Designer. There was a lack of in house HR / Talent Acquisition resources to deal with the recruitment process and the leadership team was spending too much time dealing with recruitment instead of managing the business. The company needed a flexible recruiting in-house team that would be responsible for the full coordination of the entire recruitment cycle including sourcing strategy development, candidate screening, arrangement of interviews and assistance with the selection process. Also, one of the main challenges of SocialTalent was to improve their employer response rate which was relatively low. Candidate experience was extremely important for Social Talent and being perceived as a 'highly responsive' employer to applications from job seekers was a priority.



Recruitment Solutions



www.rentarecruiter.com



Europe, United States, Australia,
The Middle East



**Comprehensive
Screening of
candidates**



**Scheduling &
conducting
interviews**



**Making
candidates
Offers**

A complete solution for your business!

Rent a Recruiter

Business Solutions



"We engaged Rent a Recruiter to look after 3 hires for us initially. As we didn't have the need for a full time in house recruiter - Rent a Recruiter's Rent a Recruiter model was ideal for us as they could slot into our business seamlessly, use our Applicant Tracking System and act as our in house Talent Acquisition Team for the duration of the contract. We were impressed with Rent a Recruiter's high level of expertise and customer focus. They delivered in 2 months what we had originally expected to take 3. We would have no hesitation in recommending Rent a Recruiter's service to another business."

VINCENT O'DONOGHUE
CO-FOUNDER

A complete solution for your business!

Rent a Recruiter embedded recruitment solution was implemented to support SocialTalent during this scaling up period.

One Account Director and one Talent Partner were assigned to work exclusively with Social Talent and took over their talent acquisition function in February and March 2021.

Rent a Recruiter acted as an extension of SocialTalent's Human Resources department, offering greater hiring efficiency without the high costs associated with agency fees. SocialTalent was able to leverage Rent a Recruiters 'know-how' to take the headache out of the recruitment process for company founders.

Our account management team spent time e-meeting (due to Covid restrictions) with Hiring Managers from different departments in order to gain a better understanding of their current requirements, ideal candidate profiles, short and long-term business' goals and the company's culture. Offering end to end hiring support, Rent a Recruiter was able to streamline SocialTalent's recruitment process, actively working on job description design, active and passive sourcing strategies, CV and phone screening candidates and evaluation and support in the decision making process. To enhance eSocial Talents' reputation as a 'responsive employer', Rent a Recruiter replied to every applicant with a personalised message in a timely manner, contributing to a positive candidate experience.

Positions Filled:

Four positions recruited for: Marketing Director, Senior UX Designer, Senior Business Development Manager, Employee Experience Specialist (HR).

All interviews arranged and attended by Rent a Recruiter.

For more information on how we can assist your recruitment process contact sales@rentarecruiter.com today.