

EXPERIENCE COUNTS, ESPECIALLY WHEN IT COMES TO FINANCIAL CLIENTS.

Financial Services / Accounting

Case in Point: FINANCE / BUSINESS PROCESS & IT SUPPORT (GLOBAL PUBLIC SECTOR)

One of the six global accounting, tax and business advisory organizations with member firms in more than 100 countries and over 50 U.S. offices, our client is recognized for providing the highest quality service to public and private clients around the world. In this case, Beeline Recruitment Process Outsourcing (RPO) supported the organization's Global Public Sector group serving government agencies including the U.S. Army, Department of Defense, Department of Transportation, USPTO, FAA and Fannie Mae.

Our Mission:

Enable this leading financial organization to accomplish a range of long- and short-term projects by supplementing their workforce with the most-qualified finance, accounting, audit, project management and IT professionals for positions in the Metro D.C. area and beyond.

Our Target:

Support our client with several targeted on-site and off-site recruiting efforts. Open posts ranged from small-scale (1 key position) hires to complete staffing ramp-up enabling our client to win large-scale contracts.

Ultimate Goal: find as many qualified candidates as possible per position to provide the client with a freedom of choice never before seen.

Examples of Projects Include:

Several assignments (Metro D.C.) involving Federal Finance & Accounting, Internal Controls, Federal Audit and Business Process Reengineering, and A76 focus

- Positions required ability to travel and obtain appropriate clearances
- Preferred candidates with Big 4 and Federal Government consulting experience
- 146 qualified and screened candidates provided to the client for consideration
- After an intense internal review process involving the firm's partners, candidates were down selected and a resulting 24 key hires were made

Special project initiatives: 1) Senior Audit Specialists for Fannie Mae (Metro D.C.), 2) Senior F&A Specialists with SAP implementation experience for U.S. Army Defense Enterprise Accounting & Management System initiative (Indiana & Illinois)

- In addition to 7 key hires made within 8 weeks, we pipelined an additional 56 qualified and screened candidates for other opportunities

RPO initiative to fill IT-focused Project Support Positions and Leadership Roles

- Openings include Infosec Specialists, Data Warehouse Developers, Portal Architect and Developers, as well as SQA Test Manager and Enterprise Application Integration Manager
- In addition to 7 key hires made within 10 weeks, we pipelined an additional 54 qualified and screened candidates for other opportunities

RPO effort to provide quality candidates for Contracts Administration and Contracts Manager Openings to support key government clients

- 17 qualified and screened candidates provided to client for consideration over 4 week period

RPO initiative to source for 20+ openings for highly skilled business process, IT and audit experts

- Positions include Senior Audit Consultants and Managers (Department of Defense programs), Managers for A-76 Competitive Sourcing and Most Efficient Organization/Business Case Analysis, ETL Developers, Data Warehouse and Meta Data specialists
- 110 qualified and screened candidates provided for consideration

Our Timeline:

Over an 18-month period, Beeline RPO responded to each request by ramping up quickly and providing the first screened candidates within 24-48 hours. Additionally, Beeline RPO had shared ownership for filling many of our client's positions and typically within a set timeframe of 2-8 months, utilizing our own resources to source and recruit candidates in locations across the U.S. Our teams consisted of a project manager and typically 1-5 recruiters.

Obstacles to Overcome:

Finding experienced/clearable candidates in such a high-demand talent pool area (Metro D.C.) was a challenge. We were targeting candidates willing to travel up to 100% and in some cases relocate (permanently or temporarily).

Mission Accomplished:

To date, Beeline RPO has served the client by:

- Submitting over 390 qualified/screened candidates for all projects at hand

The client, in this case, has worked with Beeline RPO for more than two years and continues to look to Beeline RPO to recruit for individual key contract positions, larger-scale contracts and task orders requiring quick turnaround. Our client has been very satisfied with our efforts and turns to us repeatedly due to:

- Our strong knowledge and understanding of their business areas and end clients
- Our ability to ramp up quickly to meet the scale of support needed
- Our turnaround time in submitting qualified candidates
- Our attention to detail in providing fully screened candidates ready to interview
- Our follow-through and focus on customer satisfaction

Equipped to tackle the most demanding recruiting assignments, Beeline Recruitment Process Outsourcing (RPO) has excelled in many challenging sectors, from IT, oil & gas, and finance to high-level security clearance positions.

In a field where the right connections lead to the right hires, Beeline RPO recruiters have the edge—with almost three times more RPO experience than our competitors. Beeline RPO brings you the pick of active prospects and premium “passive job seekers” you didn't know existed.

With 15 years of experience as RPO experts, we know what it takes to deliver great candidates, even when turnaround is tight.