

# LEADING ENVIRONMENTAL SERVICES COMPANY OUTSOURCES RECRUITING FUNCTIONS DURING A MERGER

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## BUSINESS SITUATION

After a merger, our client (a satellite operation) was left with no on-site human resource support. From a corporate standpoint, the belief was that all human resource needs could be handled remotely from the corporate offices. Problems with this process started to surface quickly in terms of applicant flow and recruiting.

## SOLUTION

Given the long standing relationship with Beaird Group, the client came to us to design and implement a demand driven short-term solution.

- Beaird Group conducted a current state analysis and identified the primary problem. Individual hiring managers were tasked with doing their own recruiting without either the time or expertise to do so. Hiring needs were sporadic but frequent and, without a central point of contact to manage the recruiting, the hiring process was ineffective.
- A Beaird Group consultant with not only recruiting expertise but also project-based experience with this client was brought on to create a full cycle recruiting process and effectively manage the client's comprehensive hiring needs.
- We partnered with our client to create a process to solicit, review and track applicants. We managed the internal interview process which included a training seminar for all hiring managers.

- In time, a secondary problem emerged. On-site Employee Relations expertise was necessary to handle day-to-day performance issues. A second consultant with a strong HR generalist background was brought in on a part-time basis to handle these needs.
- Ultimately, the client made the case to corporate that they needed several full time HR professionals to meet the needs of this large satellite operation. Beaird Group led the selection process for these positions and seamlessly transitioned responsibilities once the new team was in place.



## IMPACT

Beaird Group provided critical tactical support during this time of transition for our client. We designed and implemented HR processes including applicant tracking and selection, interviewing and onboarding. We documented all processes and provided the support necessary to transition responsibility back to the client once they were ready to internalize the HR function.

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