



HUNTER
RECRUITING

How Hunter Recruiting Met One Organization's Toughest Hiring Needs

Case Study: Science

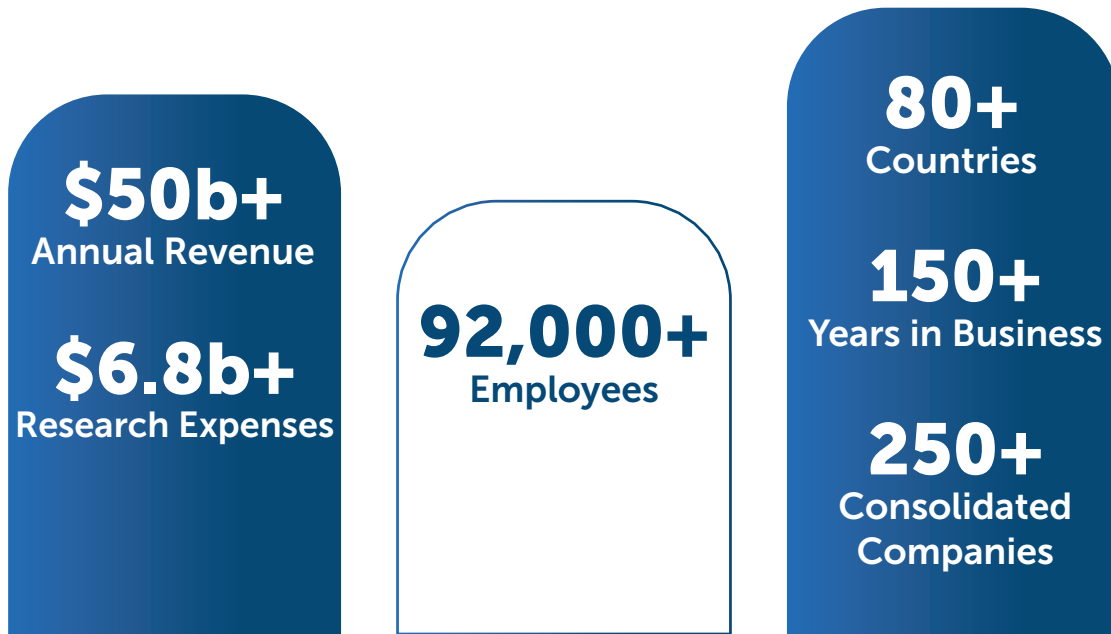
About Our Client

Our client is a global enterprise with a diverse range of scientific and technical roles. As part of their contingent staffing strategy, the company maintains high requisition volumes and requires external recruitment partners (as part of a managed service provider, or MSP) who can deliver fast and high-quality results across their enterprise-level needs.

Project Overview

Hunter was engaged to support the company in filling hard-to-fill scientific-focused contingent roles, especially as they reduced external hiring due to cost-cutting and increased reliance on internal resources. The company's direct sourcing program had shifted significantly, increasing the need for speed, specialization, and efficiency in hiring.

Our Client, in Numbers:



Challenge

- X Growing volume of scientific job vacancies causing **operational risks**
- X Recruiting time to fill and **candidate volume not meeting organizational demands**
- X **Cost-cutting goals behind target**, and trending at a YoY increase

Here is where we come in.



Solution

Hunter leveraged our recruiters' **specialized STEM skillsets** and industry-leading tools to understand the organization's contingent staffing demand. Hunter's ability to **move quickly** while maintaining a **high standard of candidate vetting** made the partnership successful.

Approach

- Understood the **scale and speed** the organization required for contingent staffing
- Leveraged **Boolean search, passive sourcing**, and **industry referrals**
- Emphasized **selection criteria beyond basics**, focusing on communication and soft skills while conducting in-depth vetting of experience through examples
- Focused on **higher-quality candidates** with experience in preferred organizations, industries, and educational background
- Used a **streamlined feedback loop** to quickly adapt recruitment strategies based on client input

Results

24-48

Hours on Avg.
for Candidate
Submissions

3-5

Candidates
Submitted
Per Position

Exceeded

Expectations
Client Satisfaction
Rating

Positions Hired

Lab Technician

Field Associate

Biologist

Seed Technician

Research Associate

Scientist

Testimonial

"Our partnership has enabled Hunter to support a wide range of scientific and professional roles nationwide. We've consistently delivered highly qualified STEM professionals to meet critical needs, driving progress in the organization's pharmaceutical and agricultural initiatives. Hunter's specialized expertise in STEM staffing, combined with our dedicated and competitive recruiting team, has been instrumental in strengthening our long-standing relationship and securing our role as a key partner with the organization."

Ryan Overton, Account Manager

Need Help Hiring?

Let's Talk!

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