



case study

growing a global shipping leader's IT practice through direct-hire talent.

challenge

World Shipping, a Cleveland-based leader in global logistics, needed to grow its IT practice. But lengthy hiring cycles, a local market with limited talent and an internal recruiting practice with little experience sourcing technical candidates made that growth all but impossible. With so much at stake and seeing little traction with internal hiring efforts, leadership relied on Randstad Technologies to deliver mission-critical hires.

solution

The tech talent experts at Randstad worked quickly to streamline the hiring process, paring it down from a four-step process that routinely cost them top talent to a simple two-step process. This enabled World Shipping to make direct hires within days, rather than months. We also worked consultatively with the client to create a solutions architect role, giving them a much-needed liaison between business functions and IT delivery.

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outcome

Over the last year and a half, Randstad Technologies secured multiple direct IT hires, including:

- desktop support lead
- helpdesk lead
- mid- and senior-level developers
- solutions architect

On top of this, we helped the client refine their employer brand, which contributed to them earning a place on the Cleveland Plain Dealer and Cleveland.com's list of top workplaces in Ohio. It's perhaps not surprising, then, that Randstad has since replaced a raft of other talent vendors to become World Shipping's most trusted talent partner.

“Our Randstad Technologies representative is a trusted partner who delivers exceptional candidates — and he even helped us shorten our hiring cycles and refine our employer brand. We trust him to leverage the full resources of Randstad, and he delivers every time.”

Dan Ambroziak, VP of IT, World Shipping