



## CASE STUDY: IT Staffing Solution

Energy Transfer Company Counts on Consultis for Exact-Match Consultants

### The Client

Energy Transfer Company (ETC) is the midstream natural gas operating division of Energy Transfer Partners, L.P. Its operations include more than 17,500 miles of natural gas gathering, transportation, natural gas processing and storage located in Texas, Colorado, Louisiana, New Mexico, and Utah.

### The Challenge

Over the past decade, ETC has experienced significant growth and the IT Infrastructure department was frequently in hiring mode. Although hiring managers obtained resumes of technically qualified applicants with ease, they often found a lack interpersonal, collaboration and multitasking skills essential for success. "From my perspective, almost anyone can create a resume, and even perform the duties listed on the resume," said Randy Morris, CIO at ETC. "But as fast as we are growing, we can't afford to bring on people who have the technical skills but don't fit into our team environment."

*"The reason we use the 'temp-to-perm' model is so that we can make sure the individual matches our culture," said Morris. "Our environment is very fast paced and our rules change often as we grow and acquire other businesses. Consultis has always understood how important the cultural fit was to us and took the time to understand our company and environment. We can trust that a candidate they send is the right fit for our company."*

### The Solution

Consultis approached ETC in 1997 with an ideal solution for its IT staffing challenges. Through its in-depth client profile process, comprehensive qualification methodology and flexible staffing services,

continued...

## Consultis Fast Facts

- Headquartered in Boca Raton, Florida with offices in Tampa and Orlando; San Antonio and Dallas, Texas; and Minneapolis, Minnesota
- The Consultis ProveIT Validation Center includes more than 400 IT talent assessments, including .NET, Java, Microsoft, Unix, PeopleSoft, Oracle, SAP, Visual C++ and more
- The Consultis interview-to-placement ratio is five points above the staffing industry standard (Consultis = 31%: Staffing Industry = 26%)
- 96% of all projects Consultis consultants work on finish on time and on budget
- Consultis has a national database of more than 150,000 screened and skilled IT candidates
- Consultis utilizes a proprietary E-submit candidate profile, which gives rich candidate experience and background data in a unique, highly informative and easy-to-read format



Consultis would be able to:

- ▲ Develop an in-depth understanding of ETC's business objectives, technology systems, culture and environment and combine its knowledge with its comprehensive candidate vetting process to identify people with the right technical and interpersonal skills
- ▲ Provide consultants on a contract-to-hire basis, allowing ETC to evaluate their technical proficiency and ability to seamlessly assimilate into the organization before making the hiring decision
- ▲ Help ETC avoid the high costs associated with hiring the wrong people

ETC soon engaged Consultis' resources on a contract-to-hire basis. "The reason we use the 'temp-to-perm' model is so that we can make sure the individual matches our culture," said Morris. "Our environment is very fast paced and our rules change often as we grow and acquire other businesses. Consultis has always understood how important the cultural fit was to us and took the time to understand our company and environment. We can trust that a candidate they send is the right fit for our company."

## The Result

Consultis has placed numerous IT professionals at ETC since 1997 in client service, network engineering and database administration roles. Many of the individuals are still with ETC today, including the company's Senior Director of IT Systems who began working at ETC as a Consultis consultant in 1998.

The relationship between ETC and Consultis is truly a partnership. "The fact that they know us so well is what differentiates them from other vendors and provides the most value to Energy Transfer," concluded Morris.

**To learn more about Consultis and our proven record of IT staffing excellence, call 1-800-ASK-COMP or visit [www.consultis.com](http://www.consultis.com).**



[www.consultis.com](http://www.consultis.com)  
1.800.275.2667



The Consultis team is dedicated to the success of the clients we serve and the IT professionals with whom we work. Contact the location nearest you to learn more about our exceptional IT talent and career opportunities:

## Corporate Office

p: 561.750.8745  
e: [info@consultis.com](mailto:info@consultis.com)

## Florida

### Orlando

p: 407.805.9040  
e: [orlando@consultis.com](mailto:orlando@consultis.com)

### South Florida

p: 561.750.8745  
e: [southflorida@consultis.com](mailto:southflorida@consultis.com)

### Tampa

p: 813.286.7860  
e: [tampa@consultis.com](mailto:tampa@consultis.com)

## Minnesota

### Minneapolis

p: 952.358.7470  
e: [minnesota@consultis.com](mailto:minnesota@consultis.com)

## Texas

### Dallas

p: 214.691.8111  
e: [dallas@consultis.com](mailto:dallas@consultis.com)

### San Antonio

p: 210.930.1640  
e: [sanantonio@consultis.com](mailto:sanantonio@consultis.com)

▲ In Florida, Consultis is proud to be awarded a Florida State Term contract #15-973-561-R

▲ Consultis is proud to be a GSA Contract Holder #GS-35F-0243T