



Case Study: How a Long-Term Partnership has Transformed Two Businesses (and Counting)



The Challenge: Improve the Quality of Candidates

When your business is involved in the fast-paced high-stakes of the financial industry, every member of your team needs to live up to and perform at elite levels. That was the situation one Director of IT faced as she set out to hire a new Business Analyst. The ideal candidate would have financial data experience, come from a Microsoft shop, and be well-versed in conveying technical concepts to executives.

Unfortunately, existing talent shortages restricted her independent search while the staffing firms she had worked with thus far had only submitted unqualified candidates, and some didn't appear to have been properly vetted at all.

Frustrated, the Director of IT turned to Consultis, an IT workforce solutions partner with a reputation for putting in the time and effort to understand their clients' business needs *and* only submitting qualified candidates who fit those needs. After reaching out to Consultis to start the conversation, she began a long-term staffing partnership that has now spanned her career with two companies.

Right from the start, Consultis worked to convey that this would not be an “in and out” placement. Members of the Consultis Client Services team made an on-site visit, observing the company’s working environment while also learning first-hand from stakeholders and employees about their needs, goals, and overall culture. Together, Consultis created hiring best practices for the Director of IT to use for all future hires.

While absorbing critical information, their specialists transparently outlined the Consultis screening process, explaining how candidates would be carefully vetted to live up to the expectations and needs of the direct hire position. Before receiving a single candidate, the Director of IT knew she could trust the people who would be conducting candidate interviews and helping to build her IT team.

With a firm understanding of the client’s criteria, the Consultis team methodically reviewed their wide-ranging talent pipeline for qualified, high-quality Business Analyst candidates. After vetting them for key technical requirements and strong communication skills, Consultis submitted three standout professionals for the director to review. All of the candidates held up to her expectations, and through her own process, she decided on a candidate who best satisfied her criteria and extended an offer.



**The Approach:
Learn and Vet for Client’s
Precise Hiring Criteria**



The Result: A Reliable Source of Top Performers

Once in the position, the Business Analyst quickly began to prove her worth. She dove into the financial data and began building a bridge between the IT business unit and the executive team. Her collaborative nature brought diverse members of the team together and her communication style ensured that everyone was on the same page. Her work was a smash hit at the organization.

After the Director of IT left her position to grow her career, she continued to work with the Consultis team. Over the course of their partnership, they have helped her to fill many positions by supplying professionals who meet her elite standards. The Consultis team has also acted as a thought leadership resource, letting her know about the latest developments in the industry and opportunities to connect with local tech talent.



How does our client feel about the partnership?

“I think the biggest asset Consultis brings to the table is their vetting process. They really take the time to understand what you need, screening candidates based on that criteria. A Business Analyst might technically be a Business Analyst at every company, but every working environment is different. Consultis finds the right fit from a skillset, team, and organizational culture perspective. They go above and beyond to match the right candidate to my business.”



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