

# Addressing High-Volume, Short Timeframe Constraints Through a Consolidated Interview Process

## Client Industry:

- + A global leader in veterinary pharmaceutical research.

## Business Challenge

Due to a strategic decision to consolidate offices and relocate its domestic headquarters, our client needed to fill over 35 professional roles within a short timeframe. Many of the positions required veterinary pharmaceutical industry experience in addition to education, certifications and role-specific experience.

## Our Solution

At Parker + Lynch, we began serving this client early in the transition process of consolidating its U.S. headquarters location and placing seven key roles. Based on satisfaction with these efforts, the client's CFO reached out to us exclusively to fill over 35 additional executive, management, accounting and finance roles. Some of these positions included business unit controller, financial analyst, chief accounting manager and staff accountant. For the client's supply chain, logistics and customer service roles, we partnered with our contract supply chain and office division.

Due to the aggressive volume and timeframe required, our client chose to implement our consolidated interview process. Our client's hiring managers interviewed three to four finalists within

## Business Challenge:

- + Due to a strategic consolidation resulting in a location change for its domestic headquarters, our client needed to fill more than 35 specialized professional roles in a new location and within a short timeframe.

## Highlights:

- + Through our consolidated interview process, the timeframe to hire was shortened by one to two weeks.

our offices for each position, each of whom had been recruited, screened and matched for skillset and cultural fit by our executive recruiters. This consolidated process allowed hiring managers to compare and choose top candidates within one to two hours per position rather than the typical two to three weeks after interview finalist selection.

## The Results

Working in partnership with our supply chain, logistics and office contract division, Ajilon, we filled each role within the client's desired timeframe, allowing company leadership to focus on other important aspects of transitioning to a new physical location. In an increasingly candidate-driven market in which companies face competitive challenges and brief windows of opportunity to recruit ideal candidates, we recruited passive candidates with very specialized skillsets who were not actively seeking new opportunities.

Our client continues to enjoy a successful working relationship with us. We aligned our recruiting expertise and our efficient consolidated interview process to place six additional roles for this client, and we remain their go-to executive recruiting firm as they continue to expand.