

How a Leading Manufacturing Company Boosted Direct Sourcing Efficiency with hireHQ

Profile: Manufacturing



Introduction

Learn how a global manufacturing organization transformed its hiring process with hireHQ.

Faced with slow, traditional recruitment methods and a growing need for top talent, the company needed a smarter approach. By implementing hireHQ, they built a branded talent community that directly engaged candidates interested in their organization. This shift streamlined hiring, reduced reliance on external agencies, and allowed the company to attract, engage, and hire talent faster.

The result was a more agile, candidate-focused talent acquisition strategy—one that strengthened their employer brand and created a sustainable pipeline for the future.

Challenges

- **High Dependency on Traditional Channels**
Relying on agencies and job boards increased costs and made proactive hiring harder.
- **Inconsistent Candidate Experience**
Candidates faced delays and poor communication, affecting the company's image.
- **Difficulty Scaling**
Hiring for multiple locations and teams took a lot of time and effort.
- **Fragmented Talent Pools**
Managing candidates across different platforms slowed down the hiring process.
- **Limited Visibility**
Without centralized data, it was hard to quickly find the right candidates.

Solution

- **Centralized Talent Community**
Created a branded pool of pre-qualified candidates to enable proactive and continuous hiring.
- **Future-Ready Direct Sourcing**
Opened new talent pipelines beyond agencies and job boards, ensuring sustainable access to skilled workers.

- **Scalable Framework**

Delivered a repeatable sourcing model adaptable to different business units, locations, and hiring volumes.

- **Unified Candidate Journey**

Empowered talent with self-service tools, status updates, and streamlined communication.

- **Inclusive Outreach**

Expanded reach into diverse candidate segments while supporting compliance with workforce standards.

The Outcomes

- **Time Efficiency**

Hiring cycles shortened, especially in recurring roles, through direct access to engaged candidates.

- **Cost Impact**

Reduced reliance on agencies lowered hiring expenses by 20–30%, freeing budget for strategic initiatives.

- **Candidate Experience**

Candidate satisfaction scores improved with faster feedback loops and better transparency.

- **Recruiter Effectiveness**

Recruiters handled more requisitions simultaneously due to centralized data and simplified workflows.

- **Scalability**

The model was successfully rolled out across multiple locations without additional overhead.

- **Diversity Gains**

Outreach to broader networks improved representation in candidate pipelines and ensured compliance with D&I goals.

Final Thoughts

This case demonstrates that the right technology does more than accelerate hiring—it creates a foundation for long-term workforce resilience. With hireHQ, the company not only reduced time-to-fill but also strengthened connections with talent, expanded access to diverse candidates, and established a scalable model that works across regions and business units. In today's competitive landscape, where the ability to attract and retain great talent defines success, hireHQ positions organizations to stay agile, inclusive, and prepared for what's next.