

# Supplying the Right Fit for Every Job



## North America

### Business Issue

A service supplier to small businesses needed an outstanding clerical worker who could bring all the competencies required as well as fit with the culture and brand of this growing company. When companies seek to fill only a small number of positions, it is not uncommon for suppliers to limit their sourcing efforts to active candidates already in their databases. However, this client needed a unique candidate that understood their business and could embrace the customer service mindset needed for a B2B company.

The client needed a partner with the capability and willingness to deliver a high-end sourcing and recruiting effort that would identify and attract a unique kind of candidate.

### Solution

Having a clear idea of what the client was looking for, Manpower utilized internal and external databases and networked to find the best candidates, including both active and passive candidates. Dozens of connections were made and interviews scheduled. Being highly selective, Manpower presented two top-notch candidates to the client.

The client was so impressed with both candidates submitted during the initial engagement that they added another position and hired both.

### Results

Though the initial engagement was intended to fill only one position, it was immediately expanded and an ongoing relationship was confirmed. Select outcomes include the following:

- Within a few months, the client sent orders simply saying, "I need another Ann," trusting Manpower to handle the interviewing and hiring.
- Manpower continues to recruit for the client, proactively preparing for openings that will occur as the company grows.

