

CASE STUDY

ASSEMBLERS, BUYERS, AND MARKETING MANAGERS, OH MY! MANUFACTURER BUILDS UP TEAM (AND TRUST) WITH #TWICEASNICE

THE CLIENT

A small Virginia-area manufacturer with a team of 25 struggled to develop a trusting relationship with recruiters but needed to quickly fill a variety of roles due to growth.

THE ROLES

We had three roles running concurrently - given this was a small team and these new hires would represent over 10% of the company, culture and work ethic were important to the client over almost all else. The client needed an assembler, a buyer, and a marketing manager to continue growth momentum.

THE CHALLENGE

The true challenge here had been previous rocky relationships the client had with recruiters and the time it took to develop a trusting relationship while simultaneously trying to fill three roles. The client shared our 18-month guarantee and the thoroughness of the intakes were early indicators to them that we might actually approach the partnership in a refreshing manner.

HOW #TWICEASNICE PARTNERED

Working closely with the client to develop trust, the straightforward searches were geared towards culture and work ethic rather than granular skills. We conducted both passive outreach (especially for the Marketing Manager role) and aggressive advertising (especially for the Assembler role).

#TWICEASNICE RESULTS

With two hires completed in 30 days and the final search completed by Month 3, the company had grown the team by over 10%, was positioned to continue along its aggressive growth trajectory, and (we like to think) rebuilt its trust in the recruiting industry... just a little.

WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, [contact us](#).

From the Client Manager

While entry level roles with uncompetitive pay can be a real uphill battle, when you're contributing to this kind of mission and connecting with candidates that are equally impassioned, it's all worth it.

Caralie Coleman
Client Manager



Region
East Coast



Industry
Manufacturing



Roles
Assembler, Buyer, & Marketing Manager



#twiceasnice Savings
\$20,000



Placement Guarantee
18-months