



## RECRUITER SOLUTION

### THE CHALLENGE

When the founder of a Dawood Engineering, Civil Engineering firm, reached out, he admitted they were struggling with his managers hiring various recruiting agencies and no streamlined process to keep the budget in-check. This was a major roadblock in hiring fast for multiple high-level projects.

### THE APPROACH

Dawood was a unique scenario, since its establishment in 1992, their HR department has also served as the de facto Talent Acquisition department when needed. Since the department was so small and operating in a split capacity, there were never any policies, procedures, or expectations implemented on how the recruiting workflow should operate.

JPI had to work to get engrained with the hiring managers to help set expectations and break some bad habits. It took a few offers falling through due to lack of manager urgency to really understand and incorporate the importance of our new process and workflow. With a little encouragement, guidance, and nudging, JPI has helped to get candidates in process for roles that have been previously open for over a year.

JPI was able to create and implement a new recruiting and interview workflow, applicant tracking system, and a HR req approval policy. In addition, we interviewed and hired local Pennsylvania vendors to help support the seasonal influx of temporary workers for labor skillset.

Roles JPI Supported: Sr. Electrical Project Engineer, Highway Engineer, Sr. Transportation Engineer, Geotechnical Engineering Manager, GIS Manager and Engineer, Civil Engineer, Professional Land Surveyor and Surveyor Division Lead, Sr. CAD Designer, Crew Chief, Landscape Laborer, General Laborer, and Accounting Manager

### THE RESULTS

As a result, JPI placed 23 candidates across various skill sets including engineering, operations and management -- saving roughly \$125,000 in agency fees. Of those placed, 45% of the candidates were diverse employees.

Additionally, we created a faster time-to-fill process for the long term -- resulting in an average of a 19-day interview process compared to the national average of 28 days.



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