



# RPO

## CASE STUDY

Dedicated Candidate Sourcing Support for a  
US-Based Staffing Firm

**Service:** Candidate Sourcing (Recruitment Support)

**Engagement Type:** Monthly Retainer

**Client Type:** IT & Professional Staffing Firm

**Geography:** United States

**Hiring Volume:** 15–25 active requisitions/month

## Client Background

The client is a US-based staffing and recruitment firm specializing in placing mid-to-senior level talent for technology and professional services clients.

### Key characteristics:

- Works with multiple end clients simultaneously
- High requisition volume with tight turnaround expectations
- Small team of recruiters managing sourcing, screening, and client coordination
- Revenue directly dependent on speed and pipeline quality

## The Hiring Challenge

As requisition volume increased, the staffing firm faced sourcing capacity constraints, including:

- Recruiters spending excessive time on candidate sourcing
- Inconsistent pipeline generation across roles
- Difficulty maintaining quality when handling multiple clients
- Increased time-to-submit impacting client satisfaction
- Recruiter burnout during peak demand periods

### This resulted in:

- Slower response times to client requirements
- Missed submission SLAs
- Reduced recruiter productivity
- Risk of losing accounts to faster-moving competitors

## Objectives

The staffing firm needed a **reliable offshore sourcing partner** who could:

- Act as an extension of their recruiting team
- Deliver consistent, role-specific candidate pipelines
- Support multiple requisitions in parallel
- Improve time-to-submit without increasing US recruiter headcount
- Operate quietly in the background under the agency's brand

## Our Approach

Outsure Global was engaged as a **dedicated candidate sourcing team**, aligned with the client's recruiters and processes.

### Requisition Intake & Role Calibration

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For each requisition, we aligned on:

- Job title, skills, and experience requirements
- Target industries and competitor companies
- Location and work authorization constraints
- Rate / salary ranges

Deliverables:

- Search strategy and role-specific sourcing notes
- Agreed "must-have vs nice-to-have" criteria

### Talent Mapping & Market Research

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We conducted:

- Market mapping for each role
- Identification of target talent pools
- Competitor and peer company analysis

Tools used:

- LinkedIn Recruiter
- Boolean search frameworks
- Role-specific sourcing templates

### Active Candidate Sourcing

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Execution included:

- Proactive candidate identification
- Profile screening against role criteria
- Validation of location, experience, and availability

Tools & workflows:

- LinkedIn Recruiter
- Agency-approved job boards
- Shared sourcing trackers (Google Sheets)



## Candidate Shortlisting & Submission

### Each candidate submission included:

- Candidate profile link
- Short written summary (skills, relevance, red flags)
- Location and availability
- Compensation expectations (if available)

### Delivery cadence:

- Daily or bi-weekly shortlists depending on requisition urgency
- Continuous pipeline refresh

## Feedback Loop & Quality Optimization

### We worked closely with recruiters to:

- Review submission feedback
- Refine sourcing criteria
- Improve shortlist relevance over time

### This led to:

- Higher submission acceptance rates
- Faster interview scheduling

## Scope of Work

- Role-based candidate sourcing
- Talent mapping and research
- Profile screening and shortlisting
- Pipeline management across multiple requisitions
- Weekly sourcing performance updates

## Roles Supported

- Software Engineers (Java, .NET, Full-stack)
- QA & Automation Engineers
- Data Analysts
- Business Analysts
- Support and Operations roles

## Results Achieved (First 90 Days)

- Consistent candidate pipelines across active requisitions
- Improved time-to-submit for client roles
- Reduced sourcing workload for US recruiters
- Higher recruiter productivity per requisition

### The staffing firm was able to:

- Handle more requisitions without hiring additional US recruiters
- Respond faster to client demands
- Maintain quality under high-volume conditions