

**Offshore Recruitment Services:** USA  
**Sector:** Healthcare Nurses  
**Client:** East Coast supplier of nurses, Social Workers, Physician Assistants to hospitals and health care facilities in multiple locations.

## Challenges:

- Because this company has offices in several cities and a limited number of recruiters, their internal resources had become diluted.
- This dilution created difficulty in balancing the ongoing needs of existing clients with new business or “hot orders.”
- The persistent imbalance resulted in low fill rates for new clients and ongoing difficulty to fill high-profile, tough-to-fill orders from existing clients.

## Our Solution:

- IMS proposed and the client agreed to a 24/7 recruiting model.
- With this solution our recruiter sources from all major job boards, social media sites and blogs for open orders, as well as for positions they anticipate might generate future opportunity.
- By using our services, the company can tell its customers with 100% confidence that it has the capability to source qualified clients 24 hours a day, seven days a week.

## Results:

- Each morning when the client recruiters arrive at work, they have on their desktop a detailed summary and resumes of candidates identified by IMS during the night.
- IMS has sourced some 3178 candidates over the course of the program, averaging 13 number of candidate submissions per day.
- This program is ongoing, and some 8 candidates have been placed as a result of our involvement.
- Our solution has been a successful part of the client’s sales and recruiting strategy for 12 months.

## HEAD OFFICE

*This case study is the property of IMS. All Case Studies have been inferred from actual live activities. Information provided are factual and in certain cases the figures are referential. Specific client information and data are kept in confidence to protect our clients business interests. If you have any further questions or want to know more on how IMS can help your business please email us at [info@imspeople.com](mailto:info@imspeople.com)*

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