

OUR CLIENT SUCCESS

CLIENT

Canadian Subsidiary
of Global Insurer

INDUSTRY

Insurance

PROJECT

Talent Acquisition

THE CHALLENGE

In today's labour market, many companies are facing the challenge of finding great talent. At Teal & Co., we know the complexities of talent acquisition and the importance of sourcing quality candidates who will deliver value for the teams they are a part of.

Each organization is unique – that's why our personalized approach of working in partnership with our clients is so impactful. We take the time to understand your culture and dynamics, and what's needed in the specific roles. We know that great organizations need dedicated and engaged people. We are committed to the growth and development of outstanding people and teams so your organization will thrive.

High recruitment demands and evolving needs mean that our client need responsive assistance in filling vacant positions. Engaging our talent acquisition experts to provide end-to-end recruitment services for multiple hard to fill roles, resulted in a saving of time and resources with strong results.

OUR APPROACH

Teal & Co. led the end-to-end Talent Acquisition process which included:

- Refining the job description to ensure the position requirements and the employer value proposition was well defined and the organization was well positioned to attract the ideal candidate
- Circulating and publishing the job posting to external relevant and applicable sites
- Managed inquiries and incoming applications while initiating outreach strategies to attract qualified candidates and increase the candidate pool
- Reviewed all resumes and selected the shortlist for pre-screening of candidates
- Provided the confirmed, pre-screened shortlist for first round interviews with our client
- Confirmed the finalist candidates for the last round of interviews and selection by our client
- Completed background and educational checks for the finalist candidate through our third-party provider
- Assisted with offer negotiations, resulting in a competitive offer to the finalist that was accepted, and the position was successfully filled



THE OUTCOMES

- End-to-end talent acquisition process support resulting in the successful hiring of the key roles within the organization, including coordinating all interviews and managing the background and educational checks with a trusted third-party provider
- A comprehensive review of the position description to ensure it is well defined and clearly articulates expectations, that contributed to the right person being selected for the role
- Optimization of job posting and network outreach to attract and engage qualified candidates
- Successful talent outreach strategies to increase candidate pool