

EFFICIENT HIRING PROCESS FINDS IDEAL DRIVERS IN 7 DAYS



CLIENT

A global medical equipment and supplies company was expanding operations between their sites. They wanted to help employees travel safely and efficiently between sites that are within a 40 mile radius of each other.

CHALLENGE

Staff Management | SMX created an outreach campaign to find qualified drivers, targeting media outlets that would best connect with a high volume of qualified drivers. Within 48 hours, it had found over 30 qualified candidates to interview. By using its one-on-one behavioral-based interview process, Staff Management | SMX found highly qualified candidates that met the client's specific criteria and had a focus on safety and compliance. By guaranteeing steady full-time work and insurance to the candidates, Staff Management | SMX recruiters overcame pay rate issues in the market. Within a week, Staff Management | SMX had fully staffed the client's operation with drivers that had the right skill set and a safe driving record.

STRATEGY

To accommodate the new transportation need, the company purchased a bus and needed to source 4 qualified Class B or higher CDL drivers to keep the service running 24/7. The drivers needed to have at least one year of driving experience, a clean driving record, the ability to clean and maintain the vehicle, and, most importantly, be able to provide a positive customer service experience. The company approached their partner, Staff Management | SMX to help them with sourcing, qualifying and onboarding. Understanding the requirements, Staff Management | SMX utilized its Recruitment & Placement Services (RPS) division to find this specific type of driver in a short turnaround time.

RESULTS

Within 48 hours, Staff Management found over 30 qualified candidates to interview through their strategic outreach campaign.