

Building a Strategic Talent Acquisition Engine for a Leading Environmental Services Company

\$221K+Estimated Recruiting
Cost Savings**319**Pipeline Candidates
Screened**80%**Offer Acceptance
Rate**63%**Lower Recruiting Cost
Per Offer

Overview

Over the course of a seven-month engagement, a leading environmental services company partnered with FlexTek to strengthen recruiting for operational leadership roles across multiple markets. The objective was to improve hiring performance while building a scalable workforce operation supported by proactive talent pipelines, workforce intelligence, and data-driven decision-making. By combining dedicated recruiting resources with strategic market insights, FlexTek transformed talent acquisition from a reactive hiring function into a proactive workforce planning capability.

The Challenge

As the organization expanded across multiple markets, finding experienced operational leadership talent became increasingly difficult. Hiring teams needed greater visibility into labor market conditions, stronger candidate pipelines, and a more disciplined recruiting process capable of improving hiring speed and consistency.

Key challenges included:

- Limited availability of qualified leadership talent
- Inconsistent candidate pipelines across multiple markets
- Slow hiring cycles and delayed hiring manager feedback
- Difficulty filling specialized operational leadership roles
- Limited workforce intelligence to support recruiting strategy

FlexTek's Approach

FlexTek implemented a structured recruiting framework designed to improve hiring performance while providing greater workforce visibility and market intelligence.

Key Deliverables

- Conducted market-by-market workforce and talent mapping
- Built targeted sourcing strategies across key operating regions
- Expanded recruiting into adjacent industries to increase candidate availability
- Implemented structured candidate screening and qualification processes
- Established transparent recruiting KPIs and performance reporting
- Standardized offer strategies to improve acceptance rates
- Delivered ongoing workforce intelligence to guide hiring decisions and future planning

As the engagement matured, recruiting strategies continually evolved based on market conditions, candidate behavior, compensation trends, and hiring performance, allowing the organization to make more informed workforce decisions.

Business Outcomes

Through a combination of strategic workforce planning, targeted talent acquisition, actionable market intelligence, and disciplined execution, FlexTek helped the organization build a scalable recruiting operation capable of supporting continued growth.

Workforce Performance

- Conducted more than **1,400 targeted candidate engagements**
- **Qualified 319+ candidates** across critical operational leadership roles
- Generated **114 qualified candidate submissions**, resulting in **80 interviews and 23 offers**
- Achieved an **80% offer acceptance rate** during the program's strongest reporting period

Operational Impact

- Reduced recruiting costs by 63%, generating more than **\$221,000 in estimated savings**.
- Built a **pipeline of 436 qualified candidates** to support future workforce needs
- Improved hiring speed through **structured recruiting processes** and faster hiring manager feedback
- Delivered ongoing **labor market intelligence** to strengthen workforce planning and recruiting strategy

By integrating recruiting execution with workforce planning, market intelligence, and operational reporting, FlexTek helped the organization build a scalable talent acquisition strategy that continues to support long-term business growth.