

# IS THERE A MORE EFFICIENT, EFFECTIVE, LOW RISK WAY TO MANAGE SURGE HIRING?



## A Guide For Hiring Managers

### PROBLEMS YOU FACE



Delivering Sufficient Numbers of Quality Talent in Time



Overwhelmed Hiring Staff



Organizational Risks

### WHAT WE OFFER



A Premium Talent Pool

Unique Marketing That Increases Reach and Engagement



Delivery of Talent Daily, Not Monthly



Vetting and Screening That Validates the Quality of Candidates

Custom Acquisition Process that Works with Your Organization's Existing Processes

### BENEFITS



Utilize Your Team to Focus on Delivering an Award Winning Contract



New Contracting Opportunities



Access to an Extensive Premium Talent Pool

### SURGE HIRING ROI



With Your Organization



With SG2 Recruiting

**Average Revenue per Employee : \$28k/month**

Average Cost per Hire : \$4k  
Average Time to Fill : 42 Days

Average Cost per Surge Hire : \$3k  
Average Time to Fill : 11 days

All Surge Hiring ROI data taken from the 2016 SHRM Human Capital Benchmarking Report and a 2020 SG2 Recruiting Client Use Case



If you would like to know how SG2 can customize a Surge Recruitment Outsourcing talent platform for your organization, contact us today.

Email: [info@SG2Recruiting.com](mailto:info@SG2Recruiting.com) or visit our Website: [SG2Recruiting.com/Surge-Hiring](http://SG2Recruiting.com/Surge-Hiring).



# The Hiring Manager's Business Case for Surge Hiring Outsourcing

## **Background**

Succeeding in the federal contracting market requires an agile and innovative organization. One of the biggest issues facing contractors is the ability to deliver sufficient quality talent in a timely manner. This can become an enormous risk for organizations that need to grow by 20% or more. This surge in hiring may overwhelm an organization and damage their reputation in the federal contracting space.

Many organizations have asked if there is a more efficient, effective and low risk way to manage surge hiring?

## **SG2's Surge Recruitment Outsourcing Talent Platform**

In the federal market, the demand for turn-key human resource solutions has always been present. This, along with the organizational risks of surge hiring, has driven federal contractors outsource their hiring needs to specialized talent platforms.

To achieve the required results, a tailored talent acquisition process is applied. This is one that works with your organization's existing policies and processes. Additionally, SG2's focus on daily sprints leverages your existing capabilities which enable your organization to deliver the right talent just-in-time for your contract award.

Talent platforms offer unique attributes and capabilities that most organizations do not possess, including:

- Active and addressable talent pools that matches the job and organizational requirements;
- Unique marketing approaches that increase candidate response rates and overall engagement;
- Utilization of advanced search and sourcing tools that provide access to specialized talent in competitive talent markets;
- Resource scalability that enables the delivery of talent within days not months; and
- Vetting and screening skills that validate and increase the quality of delivered candidates.

## **Hiring Manager's Benefits Analysis includes:**

- Reduce the risk of non-performance on an awarded contract;
- Optimal resource allocation within your team allowing you to focus on contract tasks;
- As a prime or sub, confidently present your organization's talent position;
- Increase your level of preparedness for other talent opportunities within the contract;
- Access to a diverse pool of quality candidates allowing your organization to maintain project margins; and
- Talent replacement, if necessary, is executed by efficiently by accessing the existing pool.

## **Return on Investment**

Based upon the data, engaging a Surge Recruitment Outsourcing talent platform can provide a sizable return on investment. This is largely realized through additional revenues of \$28k due to the reduction in the average time-to-fill from 42 days to 11 days. This acceleration of 31 days, provides an additional month of employee revenue (SHRM Human Capital Benchmarking Report: \$28k). Additionally, it delivers lower costs per hire of \$1k (\$4k - \$3k = \$1k) and the complete elimination of opportunity costs created by overwhelming the internal recruiting process.

## **Contact SG2**

If you would like to know how SG2 can customize a Surge Recruitment talent platform for your organization, contact us today

**Email:** [info@SG2Recruiting.com](mailto:info@SG2Recruiting.com) or visit our **Website:** [SG2Recruiting.com/Surge-Hiring](http://SG2Recruiting.com/Surge-Hiring)

