



Energy Service Provider Rapidly Expands Technical Services Team

When your company is in rapid growth mode, it is an exciting time. However, it can also present significant challenges like quickly expanding staff to meet business needs. You need an expert, like the DoubleStar team, that can identify qualified candidates to interview, hire, and onboard, that will flex as you continue to grow.

Client Challenge

DoubleStar was engaged by a company in an emerging industry to lead recruiting. Because most of the hiring managers worked in the field and there was no talent acquisition team in place, they needed a partner who could provide soup-to-nuts recruiting services. Our team was tasked with research, qualifying, engagement, and screening initiatives. This partnership accelerated the company's growth and ability to support their customers.

Our Solution

DoubleStar approached this as both a recruiting and educational partnership. Each client is unique, and it is vital for clients to educate our team on their specific needs. In exchange, we educate them on the market, best practices, and how we will achieve their goals.

The DoubleStar team began recruiting for multiple positions which included a mix of management level and individual contributors. We staffed the project with consultants that held expertise in research, recruiting, and project management. There were many factors that proved to be challenging from the start:

- Potential candidates worked in the field. Finding, engaging, and qualifying them took more time.
- Mutual availability between the candidates and hiring managers to conduct interviews was sparse.
- Speed and efficiency were critical – as the client began new projects, they needed workers on sites or risked losing contracts.
- Candidates were required to have specialized skill sets and certifications. We quickly found out there is no national standard for these certifications – requirements vary state to state.

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Our experts were successfully able to navigate these hurdles and deliver results by developing an extensive candidate funnel. With the success of the initial engagement, we became a trusted partner and expanded the project to fulfill continued growth. We are proud of this relationship and that we were viewed as essential to the success of their organization.



Business Impacts

DoubleStar's unique service-based pricing structure historically delivers clients 40%-60% savings versus firms with traditional transaction-based pricing methods. With the current state of the economy, we understand how vital it is to efficiently maximize your budget. Whether it is a high-volume project like this recent example or a group of specialty positions you need filled, we can deliver the right candidates at an affordable cost.



DoubleStar delivers practical, no-nonsense talent acquisition solutions to growing employers in the pharmaceutical, healthcare, biotech, information technology, financial services, and consumer products/retail industries. In our 30 years, we've been selected by over 325 leading companies to deliver over 1,100 high volume recruiting projects regionally and nationally.