

Higher education organization looks to Addison Group to rebuild IT department

A Texas-based higher education client was searching for an IT staffing partner to support their efforts to rebuild their entire IT organization.

Challenge

The client was experiencing exponential student growth while having outdated legacy systems and manual processes in place that could no longer support their organization. The client was facing multiple implementations and buildouts, all while seeking new leadership. The enterprise-level implementations included Salesforce Customer Relationship Management (CRM), Workday Human Capital Management (HCM) and Financials, and a Network/Systems refresh. The buildouts included a Help Desk, an end-to-end data hub/database, and a Project Management Office (PMO).

Meanwhile, their search for a Chief Information Officer (CIO) continued with limited time to staff resources and budgetary constraints. They needed an IT staffing firm to rebuild their IT department with experienced, skilled professionals to help these processes run smoothly.

About Addison Group

For more than 20 years, Addison Group has been a leading professional services firm specializing in talent solutions/staffing, offering a full suite of capabilities (contract, contract-to-hire, direct placement, and executive search) across multiple practice areas.

Areas of expertise:

- Finance & Accounting
- Information Technology
- Healthcare
- Human Resources
- Administrative
- Digital Marketing

Recent accolades

- *Forbes | America's Best Professional Recruiting Firms 2022, 2023*
- *Forbes | America's Best Temporary Staffing Firms 2022, 2023*
- *SIA | Largest Staffing Firms in the US 2021, 2022, 2023*

Solutions

Addison Group's IT team partnered with the client's Chief Financial Officer and several stakeholders to identify, interview, and hire a new CIO. Following the placement, our team remained in contact with the new CIO. They met with them to identify skillsets for each of these openings, outline recruitment best practices, and streamline the interview and onboarding process to ensure timely project kickoffs.

Addison's IT team got to work and staffed a team of more than 30 contract resources across the organization in just 12 weeks. By focusing in on the candidates with the most closely aligned experience and skillset, Addison achieved an 80% fill rate for all IT openings on these projects.

Addison staffed niche skillsets such as Salesforce Marketing Cloud Developers, Advanced Salesforce Certified Administrators, Prosci Certified Workday Change Managers, Workday HCM Implementation Consultants, Cisco Certified Internetwork Expert (CCIE-Certified) Network Architects, Informatica Developers, Program Management Professional (PMP-Certified) Program Managers, and many others.

Going beyond job placements, Addison also recognized their need to attain help to onboard all their placements. The IT team quickly began identifying talent gaps and streamlining their hiring and onboarding processes. Addison outlined post-placement best practices that included weekly check-ins with both the client and the contractors to ensure open communication, satisfaction, and reduced turnover. Going even further, Addison Group created new workflows to distribute throughout the organization to adhere to these new processes and guidelines.

The Addison Group difference

Addison successfully staffed 30 IT professionals and a new CIO. Due to our responsiveness and the quality of candidates provided, Addison maintained positive candidate and client satisfaction throughout the hiring processes.

Addison Group reduced turnover within the organization with the implementation of the training best practices. Addison continued a high vendor rating and helped several projects succeed throughout our relationships with the client. **No one gets talent like Addison Group.™**

We'll do our best work, so you can do yours

Our IT Talent Solutions practice provides direct support with contract, contract-to-hire, direct hire, and executive workforce solutions.

Let's Talk.

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