

One day: How long it took Addison Group to find critical IT role after clients DIY efforts fail

A Property and Casualty (P&C) insurance company was struggling to find a highly specialized, critical IT role to expand their operations. Their newest call center operations.

Challenge

An Arizona-based P&C insurance company was in need of an IT architect with a niche skillset to support their organization. The company felt it was important to find a candidate with a background in P&C insurance, who understood quoting, policy issuance, and rate calculations. Additionally, this role would act as a liaison between their in-house team and their contracted external support team.

After several unsuccessful months of searching independently, the client turned to Addison Group to find candidates with the necessary qualities for this highly specialized role.

Solutions

Addison Group started the engagement by first spending time with the client to understand their unique goals and challenges as well as this role's intended impact on their organization. With a solid understanding of the client's goals and the ideal candidate profile, Addison Group tapped its extensive network of recruiters and talent

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*

to quickly identify strong candidates. That very same day, Addison found a qualified candidate for the role and two additional candidates matching the niche profile. Throughout the project, the Addison team maintained tight communication with the client to ensure alignment on candidate feedback and overall strategy.

The Addison team thoroughly assessed candidates, not only for technical qualifications, but also for cultural fit to be sure that the role would be a strong fit for both parties. Seeing an opportunity to expand the talent pool and attract the in-demand talent, Addison advised changes to the client's proposed budget. These measures contributed to the quick identification of potential candidates, including the individual chosen for the role.

Once on board, the selected candidate--now an employee of the company---quickly determined that the outsourced support team was not performing to expectations and subsequently removed them in favor of building an in-house team.

The trust built during the initial project and the results delivered led the client and the Addison-placed IT Architect to partner again with Addison Group for help building their new in-house development team.

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The Addison Group difference

We know great teams start with great people.

That means we focus on quality, not quotas. It means we're laser-focused on seeing candidates beyond their resumes to understand candidates' goals and ensure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

Through Addison Group, this client successfully introduced 10 new candidates across various teams and converted five of them into full-time employees, who continue to add value to the organization. **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.