

CASE STUDY - AUSTIN HEALTH SERVICES

Local nonprofit health services needed a clinician to serve a niche clientele.



AT A GLANCE

Challenges

- Urgent need
- Specific requirements
- Competitive talent market
- Limitations in recruiting methods

Benefits

- Filled role in 30 days
- Employee helping Austin's underserved communities
- Employee promoted into leadership

CHALLENGES

It was quite a challenge for the client to fill a position requiring a bilingual, licensed clinical social worker comfortable working in the office after the pandemic. Despite the best efforts of the client's HR team and a competing staffing firm, the position remained vacant for three months. The client was looking for someone with specific experience but wanted to avoid poaching from any of their partners in the community.

SOLUTIONS

We worked closely with stakeholders to understand their requirements and assess their compatibility. Then, we devised a profile for the positions and assigned a dedicated recruitment team to fill them. To prevent poaching from our local partners, we expanded our search beyond Austin and sought candidates willing to relocate. Also, we provided comprehensive assistance to make sure the candidates had a smooth transition.

BENEFITS

We filled the position in just 30 days, and the person who took on the role has been making significant contributions towards serving the community. Their outstanding work has led to a recent promotion to the position of Director.

CONTACT US

281.214.0470

roger@rogertrinh.com

1302 Waugh Drive, Ste. 587

Houston, Texas 77019