



Nationwide Talent Acquisition – Full-Time Advisory Roles

Recruiting Solution for Critical Roles

Client
Multinational Consulting Firm

Services
Direct Hire

Area of Expertise
Advisory

Industry
Professional Services

Challenge

A premier multinational consulting firm, with more than \$45 billion in annual revenue and 330,000+ employees globally, sought a trusted partner to expand its consultant population across all practices within its advisory organization. With thousands of its clients accelerating initiatives to transform, modernize and grow, the firm experienced a massive talent shortage in various areas of expertise (e.g., risk management, internal audit, actuarial, compliance, internal audit, data solutions, financial services).

Our Solution

Vaco partnered with the client's advisory team to execute on a wide variety of full-time remote roles, including finance, accounting, audit, IT, assurance, governance, and risk and compliance. After spending a brief period establishing expectations, meeting cadence and workflow, we developed a tailored reporting system that streamlined communication and accelerated our solution. We then implemented a high-touch recruiting process that leveraged our global database (1.6M professionals), referral network, national recruiting teams, and digital outreach (LinkedIn).

Due to the dynamic nature of the client's needs, Vaco utilized a team of dedicated individuals with relevant subject matter expertise to quickly adapt to the client's changing priorities and requirements. As a result, we sourced a large volume of qualified candidates in targeted industries across multiple practice areas.

Our Impact

Vaco achieved the following results:

- Placed 75 professionals (including niche and highly specialized advisory roles) across multiple practices in three months with an 80% hiring success rate
- Delivered key analytics, trend analysis and tailored reporting on our candidate pipeline, interviews and results

Due to our success in identifying talent and meeting the client's rigorous standards, we earned the opportunity to staff 100 more roles within the firm's advisory practice.

Expanded direct
hire services to
100
additional
consulting roles

Achieved an
80%
success rate in
placing talent

With You All The Way. Get in touch today.

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