

Case Study

## Streamlining Talent Acquisition: Joe's Success Story with Relay Human Cloud

### Executive Summary:

This case study highlights the successful partnership between Relay Human Cloud (Relay) and Joe, the Senior Director of Operations at a well-known real estate company in the United States. By leveraging Relay's nearshore talent solutions from Mexico and Honduras, Joe was able to efficiently backfill a crucial position within his company, significantly reducing time-to-hire and overall costs. This case study showcases how Relay's comprehensive services streamlined the talent acquisition process, allowing Joe to focus on candidate selection and delivering substantial benefits to his company.

### Background:

Joe, the Senior Director of Operations at a prominent real estate company, faced a critical challenge when an employee resigned from a key position. Traditionally, backfilling such a position in the United States is a complex and time-consuming process. However, instead of following the conventional route, Joe decided to partner with Relay Human Cloud to explore an alternative solution.

### Objectives:

1. Reduce time - to -hire for the backfill position.
2. Minimize the overall cost of recruitment and onboarding.
3. Leverage nearshore talent from Mexico and Honduras.
4. Simplify the administrative tasks associated with hiring, IT setup, and compliance.
5. Maintain the high quality of candidates while ensuring a seamless onboarding process.

### Approach:

Joe engaged with Relay, a leading provider of international talent, to address the challenges of backfilling the position. Relay offered a comprehensive suite of services to support Joe throughout the entire recruitment and onboarding process. The steps involved in the partnership were as follows:

1. **Needs Assessment:** Relay's dedicated account manager worked closely with Joe to understand the specific requirements of the backfill position, including the skills, experience, and cultural fit needed.
2. **Talent Sourcing:** Unlike other providers of nearshore talent, Relay has a bench of qualified professionals in Mexico and Honduras. With this ready - to -go talent pool, Relay was able to provide suitable candidates for interviews immediately. This nearshore talent pool ensured similar time zones, cultural affinity, and linguistic compatibility with Joe's company.
3. **Candidate Selection:** Relay's talent acquisition team pre -screened and shortlisted a set of candidates who met the defined criteria. Joe was then presented with a carefully curated list of candidates for the final interview and selection process.

4. **Administrative Support:** Relay handled all administrative tasks associated with hiring, IT setup, office space arrangement, and local law compliance. This allowed Joe to focus solely on evaluating and selecting the most suitable candidate for his team.
5. **Onboarding:** Relay facilitated a seamless onboarding process, ensuring a smooth transition for the selected candidate. They provided support for orientation, training, and ongoing HR management, guaranteeing a successful integration into Joe's company.

### Results:

By partnering with Relay Human Cloud, Joe achieved remarkable outcomes for his real estate company:

1. **Expedited Time - to - Hire:** The position was filled within a few days, compared to the weeks it would typically take using traditional recruitment methods. This accelerated timeline minimized disruptions to Joe's team and business operations.
2. **Cost Savings:** Relay's nearshore talent solutions significantly reduced the overall cost of hiring for the backfill position. Joe's company saved 50% compared to past recruitment efforts, including expenses related to recruitment agencies, benefits, office space, and infrastructure setup.
3. **Quality Talent Acquisition:** Relay's rigorous screening process ensured that only highly qualified candidates were presented to Joe. The nearshore talent pool provided candidates with the necessary skills and cultural compatibility, ensuring a strong fit within Joe's company.
4. **Streamlined Onboarding:** Relay's comprehensive support simplified the onboarding process for the selected candidate. The candidate quickly integrated into the team and began contributing to the company's success, resulting in increased productivity and efficiency.

### Conclusion:

Joe's decision to partner with Relay Human Cloud proved to be a game-changer in backfilling a crucial position within his real estate company. By leveraging Relay's nearshore talent solutions, Joe successfully reduced time-to-hire, lowered costs, and simplified the overall recruitment and onboarding processes. Relay's end-to-end support allowed Joe to focus on candidate selection, ensuring a smooth transition and long-term success for the new hire. This case study serves as a testament to Relay's ability to provide tailored, cost-effective, and high-quality nearshore talent solutions to U.S. companies.