

# POWERING PROJECTS FORWARD

## MULTIPLE SOLUTIONS FOR HEADCOUNT RESTRICTIONS IN A LARGE COMPANY



### CHALLENGE

A large company was facing headcount restrictions as a result of cost management measures imposed by corporate leadership. These restrictions left R&D without enough direct hired personnel to achieve the department's testing goals. With their strategic focus on hiring and retaining top level talent, the department was left with a need for technician level workers. The customer required a solution that provided skilled analysts to handle day to day testing while their own in-house talent focused on higher level projects.



### RESPONSE

Pace® partnered with the customer to define a clear scope for the services required to meet their department's unique requirements. Utilizing our deep lab expertise, we were able to hand select a team of scientific professionals to serve the customer's needs. Through our comprehensive recruiting and onboarding process, we hired and trained a team of skilled analysts and managed skill retention through nimble cross-training practices. With this highly agile solution, outsourced employees could be increased or reduced in direct response to shifting demand.



### RESULT

A customized solution that allowed the customer more time to spend on high value activities, with resource hiring, HR management and workload monitoring fully outsourced to Pace®. The customer was able to hit targets using our resources to perform testing, with their own in-house team directing the research. The stellar recruiting team at Pace® used methods resulting in resource tenure that exceeds the norm, with an average tenure of 3.4 years.