

Case Study



Creative Recruiting Methods Used to Find Niche Skill-sets



Industry: Healthcare IT | Client Since: 2014 | Domain: Niche Healthcare IT Talent

Client Need: Montefiore needed top-tier IT talent with niche skill-sets within the healthcare domain. Consultants in these specialties are rare and highly-sought after, which makes sourcing and recruiting them a challenge. Additionally, in the VMS system utilized by Montefiore, job requirements are not detailed and feedback is not provided on rejected candidates.

Solution: Akraya employed several creative recruiting strategies to find candidates not readily available on job boards. Tactics used included networking on social sites, becoming active in niche LinkedIn groups, social media recruiting, passive networking and x-ray boolean searches.

To overcome challenges associated with the VMS, the dedicated account team picked through rejected qualifications in forensic detail to arrive at the perfect skill-sets for the client.

Result: There will always be a learning curve when it comes to finding the perfect candidates for a new client. With our creative recruiting talent, exceptional Account Management leadership and familiarity with VMS systems, our learning curve was less than three months, with ongoing success. Additionally, we now have a pipeline of talent with niche skill-sets.