



Case study

Attract the best talent & scale up fast with Starcircle



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How can we hire for project based contract, complex & niche roles in a tight job market?

The ECRx team encountered several challenges, including :

- ▶ a lack of time to search for candidates
- ▶ an excessive number of vacancies
- ▶ highly specialized, complex engineering and project based roles
- ▶ a recruitment team with many other HR and Talent Acquisition responsibilities

Given the niche nature and seniority of these positions, finding suitable candidates in a tight labour market proved problematic.

The company recognised the need for their talent acquisition strategy, to shift from a short-term, need driven hiring to a more proactive, long term strategic model to have readily available talent in their pipeline.



Starcircle have been a big help to our hiring needs over the past 12 months, helping us fill many open positions & expanding our database of candidates significantly.”

Brijesh Patel
Chief Compliance Officer
Enhanced Compliance

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The first 12 months partnership

With Starcircle working to reduce the recruitment team's time spent on sourcing and building effective talent pipelines. ECRx focused on nurturing talent and delivering a positive and efficient candidate experience allowing them to hire for complex roles.

Part of the Team

ECRx and Starcircle cooperated together as a cross-functional team, communicating effectively and holding weekly calibration meetings.

Starcircle provided a strong pipeline of new talent and was able to pivot candidates for the wide variety of project role contracts and positions available in ECRx.

Pre-qualification

To help recruiters make the most of their time, the Starcircle Talent Advisors schedule interviews on the recruiters' calendar with screened, relevant & interested candidates. The Starcircle Team were able to hire for hard to fill roles such as the Systems Engineer role & place candidates within the first month of the engagement.

After the first 6 Months

- ▶ 50% increase in profiles,
- ▶ 50% upsurge in prescreen calls
- ▶ 75% increase in screened, interested and relevant candidates delivered.

The Result

34 key placements

Increased talent pipeline

- ▶ The number of profiles in ECRx's ATS platform increased by 200 % within one year.

Pre-qualified candidates

- ▶ Candidates were qualified, interested and relevant (QIR).
- ▶ On the recruiting team's schedule, Starcircle coordinated, screened and relevant candidate calls.

Recruiters time shifted to hiring the right people

Hiring targets met

- ▶ The increase in talent pipeline & pre qualified candidates ensured recruiters were freed up to nurture, hire and meet their targets

Consultation, Talent Analysis & Benchmarking

Allowing for longer term Talent Strategy

- ▶ With insights from Starcircle of current job markets & talent pools available ECRx were able to plan their recruitment effectively.
- ▶ Benchmarks of job compensation ranges to align ECRx with current market expectations.



Starcircle has provided ECRx with high quality, motivated and outstanding professionals for the last 12 months. The significant increase & expansion of our database has helped the internal Talent team finding & hiring top talented professionals more easily in order to fill out our client's requests.

I would recommend them as our top talent sourcing partner"

Montserrat (Montse) Ibraimovic
Human Resources | Life Sciences Recruiter

Location
 **United States**

No. of employees
 **300 employees**

Industry
 **Global Consulting**

About the company

Enhanced Compliance Inc. (ECRx) is a U.S.-based global life sciences consulting firm specializing in medical devices, pharmaceutical, biotech and nutritional compliance management. Their services include R&D, quality assurance, and manufacturing engineering, as well as regulatory compliance. Founded in 2012, their rapid growth has been built on providing comprehensive compliance

solutions to their clients, which include Fortune 500 companies as well as small industry innovators.

Type of hiring:

Services, Program Management, Technical Services, Manufacturing, Non-Compliance Remediation, Regulatory Compliance, R&D, Validation.