

JANE.



Hiring Engineers Has Never Been So Easy

Success: Saved architecture and engineering firm \$10K+ per hire

"Easy system with GREAT results."

- Brian Quinn, Owner, BC Architects Engineers

JANE RESULTS

Total candidates:	1014
Total hires:	8
Time savings:	368 hours
Recruiter cost:	\$12,600/hire*
Jane cost per hire:	\$2,580/hire

ROI/Savings: \$10,020/hire

**Average recruiter fee is 18% of new hires' first year salary.*

The Client.

BC Architects Engineers, PLC provides quality and efficient design services for wireless telecommunications projects. In fact, they have participated in the installation and modification of 10,000 sites and have provided A/E design and management services to their clients who develop and augment wireless networks. In 2016, the firm engaged Jane to streamline the recruitment process, and optimize their selection practices around the types of professionals they needed to hire.



The Challenge.

The founders of BC Architects Engineers needed to designers and engineers, but knew they did not want to use recruiters again since they had been burned in the past. However internally, they did not have the expertise or time to figure out how to attract and screen for the right talent.

The Solution.

BC Architects Engineers was paired with one of Jane's personal hiring specialists. BC Architects Engineers' Jane hiring specialist defined the profiles of the types of candidates they were trying to attract, developed the job ads, recruitment plan, screening process, and set up the following process in Jane's intuitive software:

- Job ads marketed under BC Architects Engineers' brand
- Candidates apply online and resumes organized by job
- Phone screens conducted and assessment sent by Jane hiring specialist
- In-person interviews scheduled by Jane hiring specialist
- Hiring managers equipped with interview questions and scorecards
- Candidate correspondence and follow up managed by Jane hiring specialist

The Outcome.

Since April 2016, BC Architects Engineers has transitioned all their hiring activities over to Jane's system. The open positions that BC Architects Engineers has hired for through Jane have ranged from AutoCAD Designers to Electrical Designers to Structural Engineers. Out of a total candidate pool of more than one thousand applicants, BC Architects Engineers has hired 8 employees through Jane at a total cost of less than \$2,600 per hire.

With their Jane hiring specialist doing all the heavy lifting for them, BC Architects Engineers' management team also saved well over 350 hours.



Jane makes your hiring so easy.

Let's make your hiring better & less costly, while saving you valuable time.
Call **Everett Reiss** at **(267) 564-1557** or email **ev@jane.hr**