

CASE STUDY

SLOW-TO-START SEARCH GAINS TRACTION WITH STRATEGIC TALENT INSIGHTS

STRUCTURED SEARCH HELPS HIGH-SECURITY CLEVELAND TECH FIRM REBUILD MOMENTUM AFTER 8 MONTHS OF STALLED HIRING.

A Cleveland-based technology company specializing in high-security systems was struggling to fill 15 critical roles despite strong investor backing. Emerald Resource Group stepped in with a structured, research-driven approach that clarified expectations, strengthened market reputation, and delivered steady candidate flow. The effort reignited internal urgency and moved the search forward after a long delay.

"We sent eight qualified candidates in a single month, and still, no interviews happened. What finally clicked was showing the client how silence was damaging their employer brand. That kind of market pressure is why clients turn to us when the stakes are high."



MARK KRUSINSKI JR.
Senior Executive
Recruiter

Executive Summary

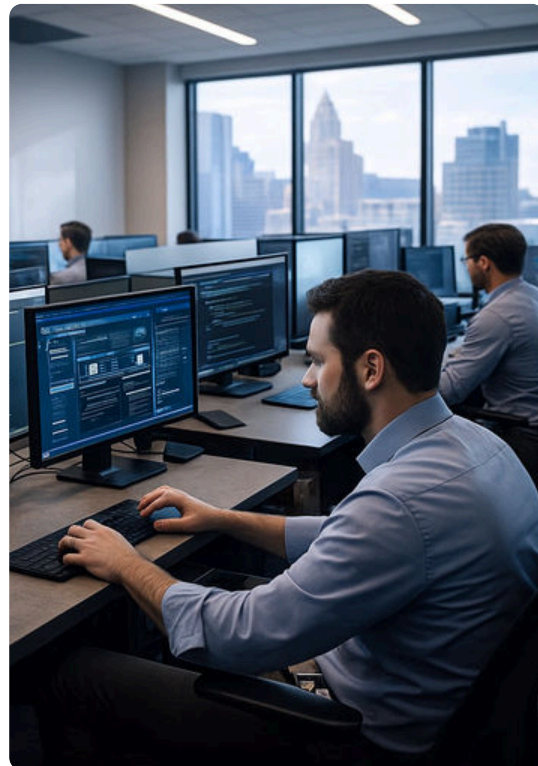
Emerald Resource Group helped a high-security tech firm revive a stalled, in-office hiring effort by uncovering internal roadblocks and realigning expectations, resulting in stronger candidate engagement, improved market perception, and renewed search momentum.

Client Challenges

- Received dozens of resumes, but interviewed only five candidates in eight months
- No hires made despite 15 open roles since February
- Poor candidate perception due to silence and disorganized follow-up
- Niche, in-office-only roles with limited local talent pool
- Disconnect between aggressive hiring goals and internal execution pace

Industry

This organization operates in high-security software and systems, requiring 100% in-office work, with no remote access or after-hours connectivity. While this protects sensitive client data and enforces strong work-life separation, it poses major challenges for recruitment. Strict access requirements, combined with a niche tech stack and a limited local talent pool, make it difficult to attract and retain qualified candidates.



Approach

Emerald Resource Group conducted deep intake calls to clarify each role and its business impact. The recruiter researched the client's niche tech stack, delivered disciplined candidate flow, and used candidate feedback to highlight internal bottlenecks and improve process alignment.

Outcome

While placements are still pending, Emerald Resource Group helped the client shift from stalled execution to actionable search progress. New internal awareness and stronger candidate feedback loops are driving critical improvements in the company's hiring process.

- Reengaged passive candidates by translating technical needs into candidate-first language
- Helped client understand how process delays were impacting candidate trust
- Prevented brand damage through proactive candidate communication

Although no hires have yet been made, Emerald Resource Group's consistent efforts have built a stronger foundation for future success.

By bridging the gap between leadership's expectations and market realities, the recruiter transformed a stagnant search into a data-driven hiring strategy, one the client can now scale with confidence.

Highlights

- **Over 8 months** of consistent candidate submissions were maintained throughout the search.
- **10 distinct technical roles** were actively supported by the recruiter during the engagement.
- **Only 5 interviews** were conducted, despite a steady flow of strong candidate profiles.
- **8 qualified candidates** were submitted in a single month during peak sourcing efforts.
- Candidate feedback **increasingly revealed** hesitation caused by lack of client follow-up.



About Emerald Resource Group

Emerald Resource Group specializes in connecting companies with exceptional IT talent. With over 30 years of experience, they focus on industries like software development, data analytics, cybersecurity, and infrastructure engineering. Emerald offers tailored solutions, including direct hire, contract, and RPO services, to help businesses thrive. Known for their commitment to quality and innovation, Emerald delivers talent acquisition strategies that align with clients' goals and drive long-term success.

www.emeraldresourcegroup.com