

West Monroe Builds a Stronger Talent Pipeline with SeekOut

Consulting firm identifies a Senior Partner they were trying to hire for two years in just two weeks, saving over \$100,000 in agency fees.



About: West Monroe is a business and technology consulting firm with 1500 employee-owners across 8 cities in the US.

Objective: To overcome a small talent pool in a highly competitive landscape for niche management consulting roles.

The Challenge

West Monroe had aggressive hiring goals in order to scale their team and build out their operations. Their initial plan was to make 180 experienced hires but it later increased to 389. Adam Fitzer, Senior Talent Acquisition Manager at West Monroe, shared, "Company leaders kept reminding me that the plan is just a plan, and it's a floor—not a ceiling."

West Monroe was hiring for many of the same roles across various practices and locations, but often through different members of their talent acquisition team. This meant they were reinventing the wheel with every search, wasting valuable time.

And, like many organizations, West Monroe was seeing a scarcity of experienced talent, with some of their niche roles remaining unfilled for years. For example, they had been looking for a Senior Partner for their Energy and Utilities practice for about two years.

When their hiring goals increased, they knew they needed access to a wider talent pool and a more centralized way to source experienced candidates.

Highlights

West Monroe realized a strong ROI with SeekOut within the first 5 months:



50+ recruiter phone screens



25 interviews with qualified, passive talent



10 experienced hires



2 specialized senior partner-level hires

The Solution

The talent acquisition team at West Monroe is constantly looking at ways to improve their process and technology. Since moving forward with SeekOut, they have been able to:

- **Access new talent pools.** SeekOut was able to surface qualified candidates West Monroe recruiters hadn't seen in other candidate sourcing tools.
- **Streamline passive candidate sourcing.** SeekOut's Custom Power Filters helped West Monroe's talent acquisition team access tried-and-true internal Boolean search strings at the click of a button. For instance, they were able to source candidates from their competitors, from related industries, and with specific skill sets. This centralized approach created more consistency and saved time early in the recruitment process, while also helping new recruiters get up-to-speed faster.
- **Become a strategic advisor to company leaders.** SeekOut's People Insights helped West Monroe's talent acquisition team and company leaders understand the talent market so that they could make more informed decisions. For example, they could identify non-core geographies that have more people with desired skillsets or, if the available talent pool was small, they could consider developing talent to fit their needs.

The Benefits

SeekOut enabled West Monroe to source qualified candidates in a competitive talent landscape faster. In just 5 months, that has amounted to over 50 recruiter phone screens, 25 interviews, 10 hires, and a passive candidate pipeline that will mature over time. These highly qualified candidates sourced have already resulted in hundreds of thousands of dollars saved in agency fees and propelled substantial progress toward hiring goals.

In order to get new employees up to speed while not slowing down their ambitious TA plan, West Monroe streamlined their recruiting processes by creating custom Power Filters for specific job roles. This created consistency and organization across the team located all over the United States.

West Monroe has also been able to fill some very niche roles with limited talent pools. Adam Fitzer says that "SeekOut's People Insights are incredibly more intuitive than insights we see on other sourcing tools." In fact, within two weeks of using SeekOut, West Monroe identified a highly qualified candidate outside of the original geographical location they were originally looking in for an Energy and Utilities Senior Partner role. They hired that candidate shortly after that, saving them at least \$100,000 in agency recruiting fees.

How SeekOut Can Help

Ready to build a more talented, diverse team? [Get a demo](#) to see how SeekOut provides customers a competitive edge in recruiting hard-to-find and diverse talent for Digital Transformation.



"SeekOut allows us to have a much more strategic conversation with company leaders around what the talent pool looks like, and what it will take to be successful in our search. And it pays for itself—SeekOut has already saved us at least \$100,000 in agency recruiting fees."

— Adam Fitzer, Senior Talent Acquisition Manager