

# Case Study | Thrive HR's Recruitment Success

## Introduction

Thrive HR has demonstrated exceptional expertise in the recruitment process for a client, successfully hiring 27 employees within a two-month period. The objective of this case study is to showcase the strategies, methodologies, and outcomes achieved by Thrive HR from March 15, 2025, through May 14, 2025.

## Company Background:

Our client is a supplier of bulk specialty vegetable oils to food, cosmetic, and pharmaceutical industries based in California. The company purchases, stores, processes, and delivers products made from corn. Our client is known for its innovative approaches and industry-leading solutions. With the ongoing demand for their products, the company required an efficient and effective recruitment program to acquire top talent in a competitive market.

## Recruitment Challenges:

Our client faced several challenges in its quest to fill over 30 job requisitions, with a critical need to fill roles quickly without impacting operations. These challenges included:

- The HR Team was having a difficult time keeping up with the open roles and priorities
- High demand for skilled professionals in the market and industry
- Laborious roles that require working in the outside elements
- Competitive job market where available talent is being hired quickly by competitors
- Need for a standardized process to work with leaders to fill roles
- Ensuring hired cultural fit and alignment with company values

## Thrive HR's Approach:

Thrive HR implemented a model to address our client's recruitment challenges. Key elements of the approach include: