

# Building a cohesive IT business intelligence team: Rapid staffing solutions post-major acquisition

After undergoing a significant acquisition, a Texas based insurance company was searching for a staffing partner to support its efforts in building out its IT business intelligence organization.

## Challenge

The organization had previously undergone 12 acquisitions in which each company utilized different technologies and processes. They were facing multiple implementations and buildouts while focusing on managing their budget efficiently. These enterprise-level implementations required expertise in several key and complex BI projects, including decommissioning legacy data processes and working with stakeholders in the delivery and adoption of new technologies such as Qlik, Power BI, and Tableau.

Implementing these technologies and processes required bringing in specialized talent. To do so, the company needed a reputable staffing partner with the expertise to build out their IT Business Intelligence department with local, highly skilled talent to ensure that these new systems and processes ran smoothly and adhered to the budget.

## About Addison Group

For more than 20 years, Addison Group has been a leading professional services firm specializing in talent solutions/staffing, offering a full suite of capabilities (contract, contract-to-hire, direct placement, and executive search) across multiple practice areas.

## Areas of expertise:

- Finance & Accounting
- Information Technology
- Healthcare
- Human Resources
- Administrative
- Digital Marketing

## Recent accolades:

- *Forbes | America's Best Professional Recruiting Firms 2022, 2023*
- *Forbes | America's Best Temporary Staffing Firms 2022, 2023*
- *SIA | Largest Staffing Firms in the US 2021, 2022, 2023*

## Solutions

Addison Group's IT team partnered with the Vice President of Business Intelligence and several stakeholders to identify, interview, and hire the needed talent post-acquisition. The Addison team spent time with the client's executive team to identify specific skillsets and price points for each opening, outline recruitment best practices, and streamline the interview and onboarding process to ensure the talent was in place for timely project kickoffs.

Addison's team got to work and acquired 13 contract resources across the organization in just 12 weeks, including highly specialized roles such as Qlik Developers, BI Business Analysts, a BI Manager, a BI Director, Data Warehouse Developers, and many others. By focusing on the candidates with the most closely aligned experience and skillset, Addison achieved an 80% fill rate for all IT openings.

Going beyond job placements, Addison recognized gaps in the client's onboarding program and worked with the client to improve and streamline hiring and onboarding processes. For example, Addison instituted post-placement weekly check-ins with the client and contractors to foster open communication and lead to greater satisfaction and reduced turnover. The Addison team went even further and created new workflows to distribute throughout the organization to adhere to these new processes and guidelines.

## The Addison Group difference

We know great teams start with great people.

That means we focus on quality, not quotas. It means we're laser-focused on seeing candidates beyond their resumes to understand candidates' goals and ensure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

Through Addison Group, this client successfully introduced 10 new candidates across various teams and converted five of them into full-time employees, who continue to add value to the organization. **No one gets talent like Addison Group.™**

## We'll do our best work, so you can do yours

Our IT Talent Solutions practice provides direct support with contract, contract-to-hire, direct hire, and executive workforce solutions.

**Let's Talk.**

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