

NEOVIA LOGISTICS SOURCING AND RECRUITING THE RIGHT IT PROFESSIONALS

THE CHALLENGE

Neovia Logistics is a logistics and supply chain management solutions company, focused on streamlining assets, reducing costs, and increasing responsiveness for mid to large-sized companies. In November 2012, Neovia decided to move their head office to the Dallas/Fort Worth area. The move created more than 225 new jobs for the city and region. But with a rapid timeline to open the new facility, Neovia Logistics was under pressure to fill all of their positions on time and, more importantly, with qualified candidates. Finding qualified candidates in an unfamiliar job market was a tall task for Neovia's team to tackle. The main challenges and objectives were to find qualified IT professionals in a new and unfamiliar job market, meet very tight hire deadlines, and do it with limited recruiting and hiring staff.

BUCHANAN'S SOLUTION

With three decades of IT experience in the Dallas/Fort Worth area, Buchanan Technologies already has a strong and established network of IT professionals. Neovia Logistics was able to leverage Buchanan's Professional Services team to assist their hiring managers. Buchanan proposed a solution that would utilize a combination of temporary contractors for project type work, and direct hire recruitment for the needed permanent positions. Buchanan's team partnered with Neovia's hiring managers to understand their candidate needs and job requirements, and then utilized the Buchanan existing network of subject matter experts to fulfill Neovia's openings with qualified candidates vetted to meet the requirements and culture of the organization.

THE SUCCESS

Buchanan's expertise in both recruiting - specifically in the Dallas market - as well as their depth in recognizing and understanding IT skill sets, helped Neovia Logistics fulfill their hiring needs with highly skilled candidates in a timely manner. Buchanan took the stress of recruiting and presented Neovia skilled, qualified candidates for each direct hire position and subject matter experts for individual projects requiring specific technology skill sets. Buchanan was able to place a total of twenty-one contractors to supplement their staff for large projects and provided twelve qualified candidates who were hired directly by the organization. The recruiting assistance allowed Neovia to start in the new market on the right foot, allowed their internal IT staff to flourish and grow their business footprint in the Dallas/Fort Worth area and North Texas region.

"We were excited about entering the flourishing DFW market, but trying to fulfill such an excess number of positions with highly skilled professionals was daunting. Thankfully, we were able to explain our specific needs to Buchanan and trust them to source out the very best candidates. It's great when you can lean on a company like that, and it allowed us make a smooth transition into our new office."

— TIM GARFIELD, CHIEF INFORMATION OFFICER, NEOVIA LOGISTICS