

# Better & Faster Fills: How Partnering with Titus Benefited HiViz Lighting

HiViz Lighting Inc. is one of our many treasured Partners at Titus. We sat down to hear from Kaoma, the director of Culture & Customer Service, about how our partnership impacted their business.

## OVERVIEW

Before choosing Titus, Kaoma was handling all the hiring needs at HiViz. Their company was growing rapidly and losing money due to critical unfilled positions. Posting on Zip Recruiter, LinkedIn, and Indeed only resulted in an abundance of unqualified applicants. As a result, Kaoma was pulled from her core responsibilities to interview unqualified candidates. They were wasting time and losing money.

Due to prior experiences, HiViz was extremely resistant to using a recruiting firm. However, after being introduced to Titus, they realized our process was radically different.

*"The biggest green flag was that commission is paid within 12 months whereas other recruiting firms are 90 days. Just knowing that was the model told us that they cared about putting in enough effort in the hiring process that we could be confident that they would stay a year."*

- Kaoma

## HOW WAS TITUS DIFFERENT?

### QUALITY DRIVEN:

Kaoma noticed that unlike other recruitment firms, Titus was not just looking to get a fill, get paid, and move on. Instead, they were willing to take the time to get to know the company and find a candidate with an aligned head, heart, and briefcase.

### RELATIONSHIP DRIVEN:

The team at HiViz quickly built relationships with Titus' consultants. Because Titus' team took the time to get to know the people and the company, they had a robust idea of what HiViz was looking for, both from a qualification and culture standpoint. "We genuinely like the team and trust the people," Kaoma said.

### ACTIVE RECRUITMENT:

Whereas before HiViz was pretty much only getting candidates who were currently unemployed or looking for jobs, Titus found and recruited candidates who were thriving in their current roles, dramatically increasing the quality of candidates. Kaoma said, "My time is spent valuably because Titus has done the hard work before the candidates get to me."



## WHAT WAS TITUS' IMPACT ON YOUR BUSINESS?

### BETTER FILLS:

Whereas before, HiViz struggled to source qualified candidates, Titus found competitive candidates and did all the vetting for them.

### FASTER FILLS

Partnering with Titus reduced time to fill a position by 6+ months!

## WHAT COSTS WERE SAVED BY OUTSOURCING HIRING TO TITUS?

- Cost of critical vacant seats at HiViz
- Cost of Kaoma devoting hours to hiring
- Cost of sourcing and interviewing unqualified candidates

### WE ASKED KAOMA

## WHAT WOULD YOU SAY TO SOMEONE ON THE FENCE ABOUT TITUS?

She responded, "I would just say in such a tough hiring market think about the cost to your business of not filling the positions. If that's holding you back then Titus is a great partner. The value and culture at Titus is great. They are not a vendor and customer model, but a side by side walk. That's a great feeling to have. We were able to focus on our expertise and let Titus take care of hiring for us."

