

Effective & Streamlined Hiring Process: How Partnering with Titus Benefited Boelter

For nearly a century, Boelter has been dedicated to providing exceptional experiences to restaurants, breweries, distilleries, and a wide range of foodservice operations. In the ever-evolving landscape of the food service and beverage industry, adaptability and agility are key to success.

As the industry continues to evolve, new challenges emerge. Among these challenges, one of the most prominent was the need to manage multiple open roles simultaneously, coupled with a lack of internal resources to efficiently search and fill these positions.

The Titus Talent Strategies team stepped in to address Boelter's pain points and create a pipeline of today's top talent.

CASE EVALUATION - PAIN POINTS:

- **In-House vs. Outsource:** The Boelter team was forced to debate whether to establish an in-house hiring team or find a reliable external partner to control costs.
- **Manual Hiring Process:** The recruitment process was manual, time-consuming, and inefficient.
- **Resource Constraints:** With 30 openings and just one person responsible for hiring, the workload was overwhelming.
- **Limited ROI:** Significant expenditure on other recruitment partners did not yield satisfactory results.
- **Economic Disruptions:** Fluctuations in staffing needs due to pandemic spikes added complexity.
- **Passive Candidate Engagement:** With a limited team and resources, there was no time for passive candidate recruitment.
- **Incomplete Candidate Pipeline:** Building a full candidate pipeline was proving difficult.

Boelter decided it was time to get in contact with Titus when they needed a sounding board for some decisions they were planning for the structure of teams.

The Boelter and Titus Talent teams met to discuss various options for their talent planning and strategy and how each option could potentially impact the organization either positively or negatively.

The Titus Talent team got the opportunity to review their organizational chart and noticed a number of open positions from entry to executive level. They made them aware of the various options that were available to assist with their hiring initiatives, and the partnership has taken off from there.



PROPOSED SOLUTIONS:

Titus Talent Strategies collaborated closely with the Boelter team to provide tailored solutions.

As Boelter was faced with the decision of whether to hire an in-house HR professional or partner with an external hiring expert, our Titus Talent Strategies team embarked on a journey to not only understand Boelter's immediate hiring needs but also delve into the underlying pain point of this dilemma.

Through regular meetings and in-depth discussions, we immersed ourselves in Boelter's organizational culture. It became clear that their hesitation between hiring internally or partnering externally was rooted in the desire for a solution that would not only address their immediate needs but also provide long-term value and cost-efficiency.

Initially, we reached an agreement to provide extension services, tackling their most urgent hiring requirements through individual searches. Early successes prompted a reevaluation of our partnership's overall value proposition, and as a result,

Boelter made the strategic decision to transition to a fractional/annual agreement.

Using Titus as their outsourced talent strategy partner has proven to be more time and cost efficient.

Under this fractional agreement, Boelter gained access to a dedicated team comprising experts in Partner Experience, Account Management, Recruiting, and Predictive Index proficiency. Remarkably, the cost of this comprehensive support was less than hiring a single full-time internal recruiter.

We were able to replace the need for an internal recruiter, providing Boelter with significant time and cost savings.

To ensure seamless communication and support, we introduced an Account Manager to facilitate interactions between the two teams. Boelter's dedicated recruiter now effectively juggles 2-3 positions concurrently, adapting to Boelter's shifting priorities.

In addition to these enhancements, we implemented revenue reports, which emerged as an invaluable resource in Boelter's decision-making during the hiring process. These reports empowered them with data-driven insights, further optimizing their recruitment efforts.



OUTCOME

Through the strategic partnership with Titus Talent Strategies, Boelter successfully transformed its hiring process and achieved the following results:

- Streamlined and efficient hiring process.
- Cost savings through the fractional/annual agreement.
- Effective management of fluctuating staffing needs.
- Strong focus on candidate quality and core values fit.
- Access to additional HR expertise when needed.
- Establishment of a dedicated recruitment team and partnership.
- Informed and smart hiring decisions through consultations.
- Enhanced cultural alignment between Titus and Boelter.

This case study exemplifies the value of a collaborative partnership, showcasing how a partner-first approach, open communication, and tailored solutions can drive successful recruitment outcomes and placed candidates in dynamic industries.

Over the years, Titus has been a trusted advisor to Boelter's hiring team, guiding them toward informed decisions. Today, the partnership between Boelter and Titus Talent Strategies stands as a testament to our commitment to providing long-term, value-driven solutions.

TITUS TALENT X BOELTER BY THE NUMBERS

Potential contingent recruiter fees (assuming 25% of base salary)	\$172,750
Cost of annual Titus-Boelter contract	\$93,600
Cost Savings	29.75%
Projected Growth	5%



GET IN TOUCH WITH A TITUS TEAM MEMBER TODAY TO LEARN MORE AND GET STARTED.

GET IN TOUCH