



Insight

RECRUITMENT

CASE STUDY

CHALLENGE

To hire a top performing consultant to lead expansion into a new product line.

SOLUTION

Partnered with Insight Recruitment to vet candidates according to functionality and personality.

RESULTS

Hired an exceptional candidate that led national product line rollout, which led to an international rollout of the same offering.

We assigned the new hire as the PM. The client was so pleased with the product that we delivered that they decided to implement the same software internationally. She spearheaded that and they are now our biggest Acumatica client.

Mark DIRECTOR OF SERVICES AT CLIENTS FIRST



COMPANY OVERVIEW

Clients First is a software consulting firm, specializing in software to help you run the entirety of your business. They focus on enterprise resource planning (ERP), business software used across multiple platforms, including accounting, inventory, payroll, purchasing and manufacturing. Their product lines are published on multiple platforms including Microsoft and Acumatica.

Mark Skinner, Director of Services at Clients First, has a deep interest in helping businesses find solutions through automation and processes. He has experience in leading development teams on large complex projects and a deep knowledge of base Dynamics 365 for Finance and Operations/ AX classes to leverage standard functionality for specific requirements with minimal changes.



ABOUT US

PUTTING "HEART" INTO RECRUITING

We specialize in the placement of ERP, IT and Biotech professionals. Since 1998 we have served a wide variety of firms in the Midwest and nationwide and as a result, we have come to truly know our client's culture, their business demands and subsequently their hiring needs.

Offering a boutique style service, and customized searches, we have grown organically over the years through word of mouth referrals and have become the agency of choice for companies who need the right talent to join their firm.



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CHALLENGE

Clients First had been using Microsoft software exclusively for MRO consulting. In 2015, however, the business partners decided to diversify their offerings and selected Acumatica for their second software product line. They discovered they couldn't cross-train their consultants to work with the new software publisher. Microsoft and Acumatica had too many differences.

They were faced with the challenge of expansion and didn't have anyone on the team with the experience that they needed.

They needed someone with extensive experience who could hit the ground running. They were seeking a senior level consultant who could think strategically, manage distractions, and respond with speed and great flexibility when assisting clients in their day-to-day operations.

SOLUTION

Clients First turned to Insight Recruitment to help find the right person for their expansion into Acumatica. Mark immediately noted the difference in working with recruitment experts who personalized the hiring process. Insight recruiter Dani sat in Clients First meetings for two days to better understand the corporate culture. With her findings, she could prospect for and recruit candidates with exactly the right functional and personality fit.

"Insight Recruitment has been our agency for several years. They know our culture and the type of people that excel at our company", noted Mark Skinner. "I know that by the time candidates reach my desk, they have already been vetted for functionality and personality. They'll work well in our environment."

After working with Insight Recruitment for several years, Clients First found their personalized approach to recruiting to be extremely effective for their talent needs. Instead of working with several agencies, Clients First partners with Insight Recruitment anytime they need a new hire. "Dani has assisted us in filling 15-20 critical hire positions, which met a crucial need for building the Acumatica team."

RESULTS

After an in-depth search of industry talent, Insight Recruitment sent Clients First a curated handful of remarkable candidates. To Mark, one of them stood out as exceptional. She was interviewed and not long after was hired as Senior Functional Consultant.

Their new hire was one of the earliest hires as part of the Acumatica team. Very quickly, the Acumatica product line became around 25% of business volume. The product line grew much faster than anticipated and met their goal of becoming 50% of business volume almost a year ahead of schedule. Mark credits much of this success to Insight Recruitment, who helped hire the right people from the start.

Since then, their new hire has gone on to expand the division. She now leads the international implementation and global roll-out of MRO-focused software solutions for Clients First.

Clients First continues to rely on Insight Recruitment for staffing all its positions.