



Small World Recruiting Expands Quantity and Quality of Candidates with **MightyRecruiter**

Background

Denise Montrose built a highly successful career in international freight forwarding. A little more than two years ago, she decided to take her experience in supply chain and logistics to start her own staffing business focused on the same space. Her background, along with her recruiting and interview best practices, are what differentiate Small World Recruiting from other boutique staffing firms.

Based in Cleveland, Ohio, the Small World Recruiting team utilizes emotional intelligence throughout the hiring process and includes elements such as video interviewing, job benchmarking, and professional assessments for both permanent and contract placements. Denise also institutes [the LEAN Six Sigma process improvement principles and practices](#) in everything that Small World Recruiting does.

The Challenge

With this in the background, it should be no surprise that Denise, a managing director and logistics & supply chain recruiter at Small World Recruiting, showed significant interest in MightyRecruiter when she was contacted by a member of the team.



Organization

Headquarters:
Cleveland, Ohio

Founded:
2014

Recruiting Specialization:
Senior leadership roles in supply chain and logistics
smallworldrecruiting.com

Challenges

- Increase quality and quantity of candidates
- Streamline candidate management
- Build private talent pool for future job placements
- Integrate with existing ATS

“We love beta testing anything,” she jokes. “I’m a beta-test junkie. But to be honest, I told the MightyRecruiter team that I didn’t think it would work for us. We’re a niche recruiter, and job boards and postings haven’t produced many results for us in the past.”

Beyond being a “beta-test junkie,” Denise liked the fact that she and her team could target candidates across a broad set of job boards – particularly niche – in a matter of one click.

“We’re a small recruiting firm and having all job postings and candidates in one dashboard drives efficiencies that give us the ability to focus on our client relationships.”

The Solution

Small World Recruiting has very specific industry requirements when it comes to roles it fills. This is where the ability to target specific industries and roles with paid job postings is important.

“Candidate quality is very important for us,” Denise reports. “If we post a job that is industry specific, we are expected to provide candidates from that industry. We tried a number of different sourcing and recruiting platforms over the years. You name it, and we probably tried it. What we really like about MightyRecruiter is that it streamlines the entire sourcing and recruiting process.”

There are a number of things that Denise and her team like about MightyRecruiter. Ease of use is at the top of the list.

“It’s really easy to share a candidate with MightyRecruiter,” Denise says. “Other members of my team can share a candidate with me, and I am able to see their entire history from the consolidated dashboard, including ratings and reviews.”

Solutions

- One-click free and paid job posting
- Use of proprietary database of 18 million+ resumes
- Targeted posting to niche job boards

Results

- 20% more applicants per job posting
- 5 more quality candidates per job posting
- Numerous hours in estimated time savings
- Streamlined candidate management

Paid job posting is something Small World Recruiting had tried before but with minimal results.

“*It wasn’t worth our time in most cases,” Denise says. “But this hasn’t been our experience with MightyRecruiter. In fact, we’ve had some instances where I looked for candidates through other channels and struck out. However, another member of our team used MightyRecruiter and came up with multiple candidates who were good fits.”*

Already having invested in an applicant tracking system (ATS), Denise noted that ATS integration was an important requirement for Small World Recruiting. Luckily for her, MightyRecruiter allows for seamless integration with most ATS software.

Other MightyRecruiter features that Small World Recruiting cites as beneficial include:

- Job title search suggestions, which enable Small World Recruiting users to choose titles for job postings that produce the best – quantity and quality – results.
- Unlike many other job boards and candidate sourcing solutions, MightyRecruiter gives users the option to select a geographical region for the search.
- Copying, previewing, and reposting jobs is a seamless process, as compared with other solutions Small World Recruiting has tried in the past.
- When candidate resumes are submitted into MightyRecruiter, the format doesn’t change. Some of the other sourcing and recruiting platforms that Small World Recruiting had used previously tend to jumble up the content of applicant resumes, which makes it more difficult and time-consuming to review each applicant.
- The rating and review system in MightyRecruiter gives Small World Recruiting the ability to build its own private talent pool. The memo notes are something the team also cites as especially useful.

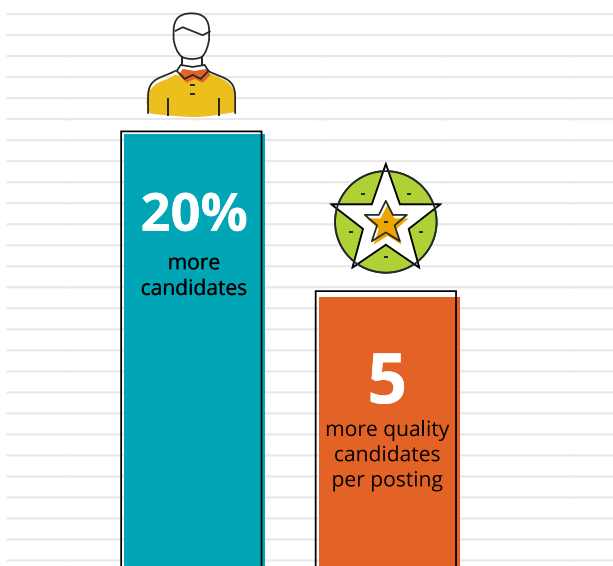
The Results

According to Small World Recruiting, MightyRecruiter has certainly differentiated itself from other recruiting platforms in the marketplace.

“By intent, we don’t fill a huge number of positions annually,” Denise states. “But these senior-level roles are extremely important for our clients. Finding candidates who are a good fit is a crucial requirement. With MightyRecruiter, we’re able to generate more candidates who are higher quality than with the sourcing platforms that we’ve used in the past.”

For placements where MightyRecruiter has been used, Small World Recruiting reports 20 percent more candidates and up to five more quality candidates per posting. This may sound like an insignificant amount, but it is not in a niche recruiting situation. General recruiters can expect higher response rates and better results.

“We’ve tried other sourcing and recruiting platforms and whether we paid a dollar or a thousand dollars, we never saw any improvement in the quality or quantity of candidates,” Denise recalls. “That hasn’t been the case with MightyRecruiter. We can target niche job boards with postings that generate the types of candidates that we need.”



One-click job posting is also something that is streamlining the amount of time that Small World Recruiting spends on posting to job boards. Denise estimates that she and her team spend fewer hours per job posting with MightyRecruiter’s integrated dashboard, certainly giving her team the Mighty edge needed in recruiting today!

Try MightyRecruiter for Free