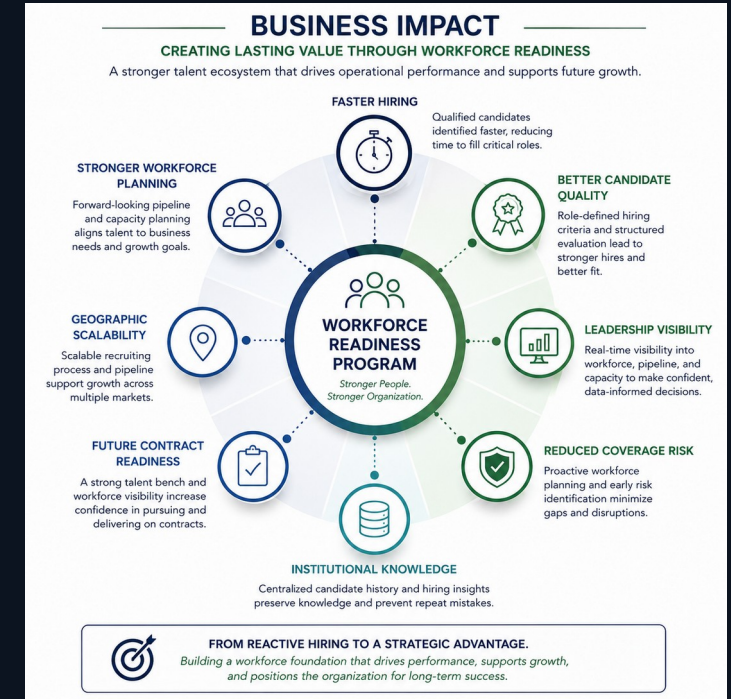


USE CASE

Recruiting & Workforce Readiness Transformation

Building the talent operations infrastructure behind scalable hiring, candidate intelligence, workforce visibility, and growth readiness.

Executive operations & fractional leadership



Staffing demand was increasing faster than workforce visibility.

A growing healthcare organization operating across multiple markets needed immediate hiring support while preparing for future growth opportunities.

Reactive recruiting

Hiring was triggered by urgent needs, with limited ability to forecast or prepare for future staffing requirements.

Fragmented candidate data

Candidate information lived across disconnected systems, making history, status, outcomes, and reuse difficult.

Limited workforce readiness

Leadership lacked a reliable view into capacity, bench strength, pipeline depth, and coverage risk.

The client did not only need recruiters. It needed a scalable talent acquisition framework, workforce planning visibility, and a sustainable process for identifying, evaluating, and retaining qualified talent.

HRE Consulting was engaged to build the underlying workforce infrastructure while supporting immediate hiring needs.

From reactive hiring to strategic workforce readiness.

The source use case centers on converting urgent staffing work into a repeatable operating model.



HRE Consulting served as a talent operations and workforce strategy partner.

The work combined immediate recruiting support with the buildout of systems, standards, workflows, and decision visibility.

1. Talent acquisition function buildout

Identified, onboarded, and managed recruiting support; established recruiting workflows, candidate management standards, reporting expectations, and escalation paths.

2. Strategic recruiting & hiring support

Supported high-priority searches including Family Nurse Practitioners, Clinical Office Manager, Marketing Representative, contingent Wound Care Physician, and future pipeline needs.

3. Talent pipeline modernization

Consolidated historical candidate records into a structured repository; preserved candidate status, hiring outcomes, separation reasons, and reusable search data in ClickUp.

4. Hiring quality & selection framework

Created role-specific hiring criteria, scorecards, screening criteria, interview guides, evaluation checklists, success indicators, and trainable versus non-negotiable competencies.

The operating model made recruiting measurable, repeatable, visible, and ready for growth.

The durable asset was the workforce readiness system.

HRE Consulting built tools and processes that could keep creating value after the immediate hiring push.

01 Candidate bench

Organized by role, specialty, licensure, geography, availability, employment preferences, and future organizational needs.

02 Workforce intelligence

Visibility into active staffing, contingent and PRN resources, pipeline depth, coverage risk, gaps, and future hiring requirements.

03 Selection quality

Role-specific scorecards, screening criteria, interview guides, evaluation checklists, and success indicators.

A stronger talent ecosystem that supports operational performance and future growth.

The engagement moved hiring from ad hoc effort to scalable talent operations.

The source material highlights both immediate recruiting wins and durable infrastructure outcomes.

First week

CANDIDATE OPTIONS IDENTIFIED

Multi-role

CLINICAL + OPERATIONAL SEARCHES

3 markets

GEOGRAPHIC COVERAGE

Reusable

CANDIDATE BENCH

Scalable

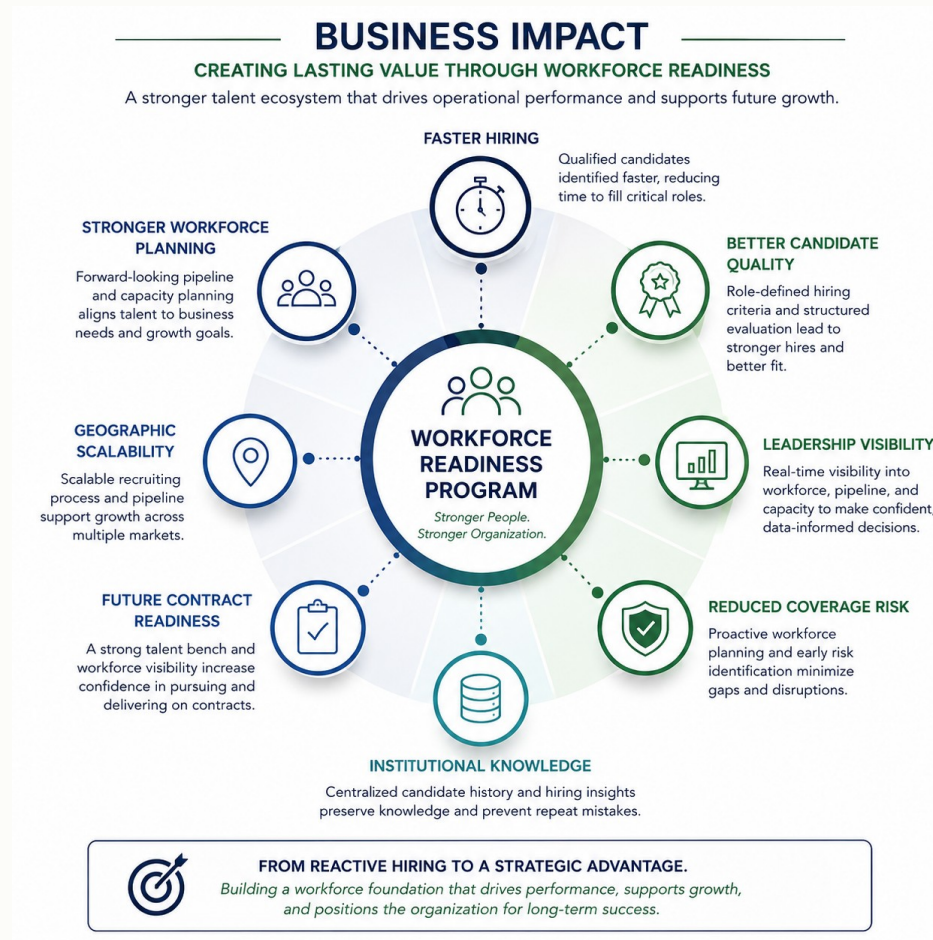
RECRUITING INFRASTRUCTURE

- Delivered qualified candidate pipelines across clinical, operational, and growth-focused positions.
- Reduced hiring response times through development of a reusable candidate bench.
- Improved leadership visibility into workforce capacity and future staffing risks.
- Preserved institutional recruiting knowledge through centralized tracking and documentation.
- Reduced dependence on ad hoc hiring through repeatable recruiting and planning processes.

From reactive hiring to a strategic advantage.

Creating lasting value through workforce readiness.

A stronger talent ecosystem drives operational performance and supports future growth.



How the use case maps back to HRE Consulting.

The source material supports a broader service narrative: HRE Consulting builds the operating system that allows clients to hire, plan, and scale with more confidence.

Recruiting Strategy

Talent Acquisition
Candidate Pipeline Development
Hiring Scorecards & Tools

Workforce Planning

Forecasting
Capacity Planning
Coverage Risk Visibility

Talent Operations

HR Systems & Workflow Design
ClickUp Workforce Management
Process Development

Organizational Readiness

Growth & Expansion Readiness
Fractional Operations Leadership
Leadership Alignment

Recruiting & Workforce Readiness Transformation

A practical HRE Consulting service line for clients with growth pressure, fragmented hiring workflows, weak workforce visibility, or a need to professionalize talent operations without building a full internal function first.