



CIELO'S FULL-SCALE TALENT MANAGEMENT PROGRAM ACCELERATES HIRING FOR PRINCETON HEALTHCARE SYSTEM

CLIENT CHALLENGE

With a full continuum of care that extends to fitness and wellness services, Princeton HealthCare System (PHCS) is one of New Jersey's most comprehensive healthcare systems. While the PHCS brand attracted candidates, recruitment processes were inconsistent and the candidate pipeline insufficient. HR leadership at PHCS wanted to develop a more strategic, results-oriented recruitment function.

CREATING THE SOLUTION

Cielo worked closely with PHCS to implement a full-scale talent management partnership program, from sourcing to on-boarding and exit management. The scope encompasses all hires as well as staffing for a new hospital facility.

The Cielo team, including two on-site recruiters, executes the recruitment marketing strategy, drives the applicant tracking system, coordinates all interview logistics and manages the hiring metrics. The team's on-boarding and exit management processes support the entire talent lifecycle at PHCS.

Using its signature **WE BECOME YOU™** relationship approach, Cielo interacts seamlessly with key stakeholders and ensures a high quality PHCS employer brand experience with prospective candidates.

DELIVERING RESULTS

Within the first four months of the partnership, Cielo implemented the new recruitment system, filled 347 positions and significantly improved time-to-fill and hiring manager satisfaction.

IN BRIEF

CHALLENGE

Improve recruitment, hiring and staff engagement.

SOLUTION

Cielo partnered with PHCS to implement a system-wide talent management program.

RESULTS

- 347 positions filled within first four months.
- Significant reduction in time-to-fill.
- Increased hiring manager satisfaction.

“Cielo’s customer service, responsiveness and accountability are unsurpassed. They’ve been so effective at filling requisitions that we needed to add a new orientation class and make adjustments to the employee health process to keep up with the new hires.”

– Lucille Mason
Vice President Human Resources
Princeton HealthCare System
Princeton, NJ
www.princetonhcs.org

ABOUT CIELO

Cielo is the world's leading provider of global talent acquisition and management solutions. Cielo leverages its global scale, customized, innovative solutions and entrepreneurial agility to help clients achieve sustained people advantage and outstanding business outcomes. Through world-class, technology-enabled solutions, Cielo serves clients primarily in the financial and business services, consumer brands, technology and media, engineering, life sciences and healthcare industries. Cielo knows talent is rising - and with it, an organization's opportunity to rise above. For more information, visit cielotalent.com.