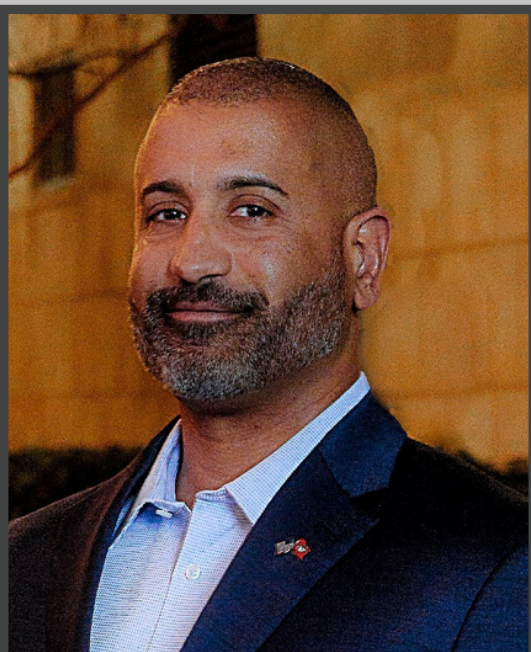




HIRE POWER
CONSULTING
A Veteran Owned Company

Helping Companies Optimize
Recruiting Operations by
Simplifying Recruiting Processes



Paul Diaz | Founder

At Hire Power Consulting, we believe simplicity is the key to unlock a team's true potential. Our Founder, Paul Diaz, is a US Marine Corps Veteran with over 20 years of corporate recruiting experience in several industries. He has a deep understanding of what it takes to build and lead high performing teams capable of achieving incredible results. Paul believes an empowered team with the correct tools and training is paramount to the success of any company. He credits his strict adherence to the servant leadership principles for the results he has achieved through the teams he has led.

In his last corporate position, as the Vice President of Recruiting for one of the nation's largest veterinary medical groups, his newly trained team ended their first year with a 62% increase in DVM hiring. In just 2 years, his team hired 1,120 DVMs, the most DVM hires for any 2-year period in the company's history.

He formed Hire Power Consulting to help other companies realize their recruiting team's full potential. Recruiting strategies and tools evolve, yet most internal recruiting processes do not. When a process remains the same for years, and appears to be working well, it becomes difficult for those working within the process to see its deficiencies. This is where Hire Power Consulting can help.

Whether you need a full lifecycle assessment or specific improvements to targeted areas of your operations, we will help your company identify problematic, non-value add activities slowing your workflow and stifling your team's performance. By combining process improvement initiatives with the integration of key service partners and technologies, we can maximize cost savings and help your team focus on what you need them to do most, fill jobs.



Your people are vital to the success of your company,
and your recruiting team is vital to finding you the right people.
Contact Hire Power Consulting today to get started

Services We Offer

Process Optimization

ATS Audit

Candidate Travel

Relocation Services

Employee Retention Programs

Recruiting Agency Support

Contingent Recruiting

Job Board & Vendor Management

Student Loan Repayment Strategies

Externship Programs

Social Media Assessment & Strategy

Internal Referral Programs

Need help with something not listed here?

Just ask, chances are we can do that too!

Process Optimization

Reducing time to fill, increasing recruiter performance and improving quality of hire are just a few of the operational improvements achieved through an optimized recruiting process. Utilizing a proven process improvement technique, Hire Power Consulting will help your recruiting team visually map out your current state process to identify non-value add activities. Next, we focus on correcting workflow gaps by optimizing process steps or through the introduction of key service partners and technology. Your team is heavily involved from start to finish ensuring complete buy-in from those who will carry out your new process. We only have one requirement for clients interested in this service; you must be willing to THINK DIFFERENTLY.



ATS Audit

The Applicant Tracking System is the nerve center of every recruiting team. All too often, companies spend thousands of dollars and countless hours evaluating various systems then fail to conduct an adequate implementation. The end-result is a labor-intensive tool that does not meet your recruiters' needs and stifles their ability to perform.

Hire Power Consulting will conduct an end-to-end audit of your ATS, beginning with an assessment of your team's needs and impressions. We will evaluate the initiation and progress of a requisition, the development and posting process of the job description, then follow the recruiting lifecycle as it moves from sourcing to screening, interview, offer, and finally, on-boarding and reporting. Throughout the entire assessment, we pay close attention to the perspectives of both primary users, recruiters and candidates. In partnership with the system vendor, we will determine its full capabilities and develop a plan to ensure your ATS delivers the service you need.



Candidate Travel

Most companies view candidate travel as a dreaded task someone just has to do. It is critical your candidates have an exceptional travel experience so they can perform at their best during the interview. Requiring candidates to do it themselves leaves an impression that you do not value their time and starts the engagement with a negative experience. Hire Power Consulting can help by implementing the most efficient and cost saving method of arranging candidate travel. Your team will appreciate never making another candidate reservation and candidates will be impressed with the simplicity and white-glove treatment. In a highly competitive market, it is important to differentiate yourself in every way possible. Candidates will appreciate and remember this experience, which means they will appreciate and remember your company.



Relocation Services

Our relocation partner is one of the best in the industry. Hire Power Consulting will handle the coordination, implementation, policy development, and training to ensure you have a world-class relocation process that your new hires will appreciate. Each package is fully customizable giving you the flexibility to make the best possible offers. Your candidates will appreciate the ease of service and the flexibility they have in choosing how to spend their relocation dollars. After the move is complete, you will receive a detailed accounting and a refund of any unused funds.



Employee Retention Programs

High turnover is expensive and time consuming. It can give prospective talent the impression your organization is more of a stepping-stone than a place to start a career. Having a strong retention program is just as important as having a strong recruiting strategy. Hire Power Consulting will help you better understand what it will take to create an environment where your employees can thrive and be happy. We will assess your culture for areas of improvement and key in on specific managers if the data requires it. Investing in the protection of your most valuable asset is one of the best business decisions you can make.



Recruiting Agency Support

Every recruiting agency has their own terms and conditions. When you start using several of them, it can get confusing. Hire Power Consulting can help you save time by never having to read one of their contracts ever again. We will create a service contract for the agencies to sign so you can ensure consistency with terms familiar to you. This will make it easier to manage their performance and hold them accountable. Even if you are only using one agency, our Agency Recruiting Contracts come with a built in strategy to prevent them from recruiting your employees for their other clients.



Contingent Recruiting

Whether you need full life cycle support or just sourcing, Hire Power Consulting will provide the help you need. After a brief consultation to discuss preliminary logistics, we will get to work on your requisitions. Our process starts with an Intake Form, which we will send you immediately after our initial consultation. The Intake Form provides us with all the details we need to successfully market and source for your position. We will provide updates throughout the process at whatever frequency you desire. Our service is completely customizable to suit your needs and ensure compliance with your submission requirements.



Job Board & Vendor Management



Even in times when applicant volume is low, job board prices continue to rise. Often times, companies will overlook job board posting strategies. Many believe they have to post every single job and continue to pay these extraordinary prices. Hire Power Consulting will review your current job board strategy and recommend ways you can save money while maintaining your online job exposure.

Our Recruitment Marketing Service providers can streamline your vendor management process by providing you with a single point of contact and can help you cut costs by leveraging their buying power. The best part, this service is completely free to you.

Student Loan Repayment Strategies

With the ever-increasing amount of debt new graduates carry as they enter the workforce, many are choosing their first employer based on whether or not they provide a student loan repayment benefit. Most companies that do offer it implement the standard repayment program and fail to capitalize on a huge opportunity to improve retention. Our Student Loan Repayment Strategy will not only attract more candidates to you but it will ensure they stay with you longer. Hire Power Consulting can help you establish a new program or improve your current one to help differentiate you from the competition.



Externship Programs (Veterinary Industry Clients Only)

Externships can be rewarding for both the employer and the Extern. Externs receive real life experience and mentorship from an experienced employee. Employers receive insight into some of the latest tools and techniques. Additionally, there is no better way to determine a candidate's fit than a 1 to 2 week long Externship. Providing the right experience is critical. It will ensure you maintain a positive reputation on the campuses and will increase the likelihood those Externs return for full-time work upon graduation. Hire Power Consulting will provide you with the tools you need to start a new Externship process or help formalize your current process.



Social Media Assessment & Strategy Development

The Hire Power Consulting Social Media Assessment service will elevate your social media presence to the next level. Social media efforts start with good intentions but commonly lack good strategies. Companies create pages on the popular platforms, upload a few pictures and maybe even start some engagement. The excitement wears out once they realize how much work it takes to maintain. You can avoid this trap by allowing us to develop your social media game plan. During our initial 60-minute consultation, our social media expert will help you define:



- What sets your company apart from competitors which can be used in website copy
- Where you see your company one and five years from now
- Themes associated with your brand, to help creatively align your team and vendors
- The emotional response you want your audience to have with your brand
- The pain points of your target audiences—and how your brand solves them
- The tone of voice for your brand, which will influence content
- Visual mood board to inspire the look and feel of your brand
- Tools for simplifying content creation and outreach
- Keyword-driven content strategy, with a recommended posting schedule
- The best social media platforms to achieve your goals and recommended core platforms

About 2-3 weeks after the consultation, you will receive a detailed document outlining everything discussed to include your new social media strategy. If desired, we will review the document with you in a 30-minute call to ensure you have clarity on the recommended vision and strategy.



Internal Referral Programs

There are so many benefits to a well-run internal referral program. Aside from the obvious help it will provide your recruiting team, it will encourage your employees to spread the word about your great culture. It is often said, top talent knows top talent. Provide a program to reward your employees for quality referrals and watch how they take ownership of helping elevate the overall talent of your organization. Hire Power Consulting can help build your company's program and provide the strategy to keep it running.

Get In Touch



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