

How RPI Helped Data
Device Corporation
Activate Passive Talent
for a Confidential Role

1 ROLE.
1 LOCATION.
RIGHT FIRST
TIME.

THE COMPANY

Headquartered in New York, Data Device Corporation (DDC) has designed and manufactured high-reliability Connectivity, Power and Control solutions for aerospace, defense, and industrial applications for 50 years.

With manufacturing operations in New York, California, Mexico, and the United Kingdom, DDC are considered a market leader in their field, and are a global operation.



**50+ years
of innovation
customers**



**18
performance
awards**



**600
employees**

THE PROBLEM

“A Confidential Role...”

DDC were hiring for a confidential role that required specific management experience and a unique skillset.

The position was also based in a remote location, and these multiple challenges had meant DDC were struggling to find any suitable candidates.

THE SOLUTION

DDC had previously worked with Solutions Driven on business critical roles and knew that the team were experts in filling roles where others had failed.

Remembering this, Christina Ortiz from DDC got in touch with the Solutions Driven team to discuss the position.



We had utilised the SD team for a previous search and found great success in the candidates sourced. We knew they could match candidates to the appropriate skillsets.



Christina Ortiz,
Human Resources Director, DDC

Beginning with an in-depth briefing meeting, Solutions Driven then used various proprietary techniques and prior knowledge of the required market to source candidates. Expert knowledge of passive candidates was a huge plus in this situation as both teams knew it wasn't a role that many job-seekers would be looking for.

THE SOLUTION

Additionally, with the role situated in a remote location, DDC wanted candidates to have some link to the area to help the employee settle in and stick around.

Using the Candidate Fit Scorecard, agreed on in the initial Scoping call, a longlist of candidates were sourced who matched DDC's requirements. They were presented to DDC to ensure alignment across the two teams.

THE RESULTS

The Solutions Driven team then engaged multiple passive prospects for the role, activating them and presenting a shortlist within four weeks of the project kick off.



The Solutions Driven team's process is very thorough to find candidates, and to find candidates who aren't looking.



Christina Ortiz,
Human Resources Director, DDC

The DDC and Solutions Driven teams were in constant contact throughout the process, tweaking requirements according to the needs the process uncovered.

THE RESULTS



The team is very supportive and ensures they thoroughly understand the requirements and types of candidates you are looking for. Additionally, a strong process keeps you apprised of the progress, and re-calibrating the search as needed.



Christina Ortiz,
Human Resources Director, DDC



1 Role



**1 Remote
Location**



**Right
First Time**

Want to find out more
about how we can
grow your business?

We can help!

Book a free consultation 