

Case Study

Need Critical CHRO to step in as interim support

Industry Healthcare Services

Business Type B2C

Challenge

A proactive healthcare services company came to us with a critical need for an interim CHRO. With the current head of HR leaving and the recruiting process taking longer than normal, the healthcare services company needed a strong HR leader with role and industry expertise to come in and provide support during the interim, an expected time frame of 3-6 months. Already with ~1000 employees and additional acquisitions on the horizon, they urgently needed a local HR leader that could be boots on the ground in HQ during the pandemic.

Solution

Leveraging our experience working with thousands of proactive companies, we have extensive frameworks for assessing interim CHRO needs. BluWave utilizes technology, data, and human ingenuity to pre-map, assess, monitor, and maintain deep pools of experienced HR leaders that uniquely meet the highest standard. We interviewed the company to understand their specific key criteria, and then connected the client with the select pre-vetted interim CHRO candidates from our invitation-only Intelligent Marketplace that fit their exacting needs.

Result

Quickly after the initial scoping call, the healthcare services company was introduced to four top-notch interim CHRO candidates that specialized in healthcare services. The client selected their ideal choice, allowing them to quickly retain this critical role without wasting time or cost. The candidate ended up being such a great fit thanks to their background, that they were flipped to the organization's permanent position after only three months of serving as an interim resource.

BluWave's ability to match us to 4 outstanding candidates with the exact experience we needed within 24 hours was incredible. They saved us both time and money while enabling us to drive value.