



ORS PARTNERS CASE STUDY

CLIENT OVERVIEW

NAME: CORE AVI
INDUSTRY: SOFTWARE DEVELOPMENT
SIZE 120 EMPLOYEES
TYPE: PRIVATE



PROJECT OVERVIEW

- CoreAVI is the global leader in architecting and delivering safety-critical graphics, software drivers and libraries, embedded 'system on chip' and discrete graphics processor components, and certifiable platform hardware IP; CoreAVI's comprehensive software suite enables the development and deployment of complete safety-critical solutions for automotive, industrial, and aerospace applications requiring certification to the highest integrity levels and full lifecycle support
 - CoreAVI is a rapidly expanding organization that intends to grow 50% YOY for the next several years
 - CoreAVI initially engaged ORS Partners in 2021, leveraging our White Label service to hire approximately 30 professionals during the calendar year
-
- After identifying gaps in Human Resources leadership and CoreAVI's management team, the White Label team successfully introduced ORS Executive Search in Q1, 2021 to hire a VP of Engineering and engaged ORS Consulting Services, who provided an interim-CHRO starting in Q2, 2021

CHALLENGES TO OVERCOME

- Given the number of specialized roles, building relationships, trust, and credibility with highly technical hiring managers took some time
- Due to the precise nature of CoreAVI's business and the niche roles, each position has a very small pool of candidates from whom to select
- CoreAVI gave ORS a target of 30 niche roles to fill in a calendar year with a team of just two recruiting consultants.



ORS PARTNERS CASE STUDY

ACTIONS TAKEN

- The ORS Partners' White Label recruitment team worked with the ORS Innovation Lab team to identify the right technology platforms, which helped us source unique candidates for niche roles
- ORS developed a workflow process, interview guides, and service level agreements to establish early credibility with crucial hiring managers
- The ORS White Label team created metrics reports to track progress against all open requisitions to share with CoreAVI leadership and hiring managers; no recruiting reports had previously been in place

SUCCESS AND OUTCOME

- In the original contract, ORS Partners' White Label solution was tasked to fill 30 positions in 2021; we exceeded this goal by 12, resulting in an extension of the contract
- With the 2022 plan driving toward 50+ hires, we not only signed a one-year extension but also added two more resources to the project to meet the demand
- We brought in a senior human resource consultant to help CoreAVI build a strategic approach to human resources
- The ORS Executive Search team placed the VP, Engineering in Q2, 2021
- CoreAVI has shared that the great talent hired by the ORS team helped the organization hit its revenue targets



ORS was introduced to us through an investment banker in late 2020 while our business was entering a phase of extreme growth. We needed a strong plan for talent acquisition and ORS quickly became a valued partner, co-developing our talent strategy and then delivering a team to execute this plan. Additionally, they've served as our interim CRHO during the year executing key HR initiatives. Their Executive Search Division has successfully filled a key VP of Engineering role enabling us to now have a technical roadmap to support our future growth. With their breadth of service offerings and their focus on client partnerships, ORS has become a key and trusted partner to CoreAVI.

- Gary Taiariol, ex-COO/CFO, currently a Consultant - CoreAVI

