



ORS PARTNERS CASE STUDY

CLIENT OVERVIEW

NAME: IPIPELINE
INDUSTRY: INFORMATION TECHNOLOGY
SIZE: 800+ EMPLOYEES
TYPE: PRIVATE



PROJECT OVERVIEW

- iPipeline is a leading provider of cloud-based software solutions for the life insurance and financial services industry; the 26-year-old company is a 10-time winner of the Inc. 5000 Award
- In April of 2012, iPipeline's CEO contacted ORS with a need to scale the organization's talent acquisition (TA) function
- ORS deployed its White Label solution and soon thereafter began developing the overall talent acquisition model for iPipeline, building a best-in-class solution

CHALLENGES TO OVERCOME

- As iPipeline expanded nationally and internationally, ORS had to build a talent acquisition model that accommodated that expansion

ACTIONS TAKEN

- As iPipeline grew, we scaled our team to as many as six resources to fulfill the project's needs.
- ORS Partners developed and refined several aspects of the TA program, including the interview process methodology and establishing a more singular 'ideal' candidate profile for the iPipeline culture
- ORS built a campus recruiting program, and iPipeline is now a prominent presence at a dozen local universities
- ORS built and deployed a Candidate Engagement model, raising the bar for candidate care within the organization
- ORS worked in an advisory capacity as iPipeline opened a second physical location in Philadelphia to be closer to technology resources and a denser population base for recruiting



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SUCCESS AND OUTCOME

- In the decade that we have worked with them, ORS has hired more than 800 employees for iPipeline
- ORS remained in place as iPipeline's talent acquisition partner when it was acquired first by Thoma Bravo (2015) for an amount not disclosed, and then by Roper Technologies (2019) for \$1.625B
- Ten years after first engaging with the company, ORS continues to support iPipeline with resources, advisory services, and recruiting tools

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With our recent expansion into the international marketplace, assembling the right team of employees has been our principal concern...With ORS Partners' on-demand recruiting services and sourcing center, we have been able to quickly identify the best talent in the industry to fulfill our customers' needs internationally.

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Tim Wallace, CEO, iPipeline