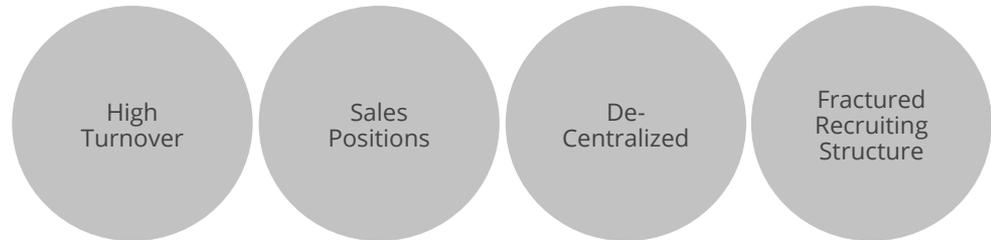


Superior Energy is a \$4 billion company serving the drilling, completion and production-related needs of oil and gas companies worldwide through a diversified portfolio of specialized oilfield services and equipment that are used throughout the economic life cycle of oil and gas wells.

Customer Challenge

Significant growth led to a fractured, decentralized recruiting structure with very few standard metrics to measure recruiting. Turnover was high and they needed help with compliance and developing a single technology platform to manage applicants.

Recruiting Needs



Orion Novotus' Solution

- Implemented Applicant Tracking System.
- Established standard reporting and metrics, and developed sourcing strategies.
- Scaled up when hiring volume escalated due to growth and scaled down when hiring declined due to industry retraction.
- Developed employment brand by implementing multiple tactics including career site.
- Reduced attrition and turnover of employees.
- Developed Requisition Approval and Tracking.
- Proactively recruited and developed a full-cycle recruiting process.

Outcomes

- Delivered RPO services to Superior for eight years.
- Turnover is 21% lower among business units utilizing RPO.
- Perform on average at 137% on SLA quarterly score.
- Developed quarterly recruiting workshops for internal recruiters and hiring managers.
- Recruitment cost is 50% lower than the industry standard. (Staffing.org)
- HR has a broader knowledge of needs, challenges and cost associated with recruitment.



“We partnered with Novotus on some really tough recruiting challenges. Not only did they deliver - we achieved an 8 digit ROI within 15 months.”

Ray Lieber
Vice President, Human Resources