

# Case Study: FLEXIBLE HIRING STRATEGY FOR A PROJECT-DRIVEN ORGANIZATION

## HOW TESORO TECHNOLOGY HELPED A NATIONAL INFRASTRUCTURE PROVIDER SCALE SPECIALIZED TEAMS

A national infrastructure and utilities organization needed to scale specialized project teams quickly without compromising long-term hiring quality. The challenge was not choosing one hiring model over another. It was identifying the hiring approach that best matched the pace, structure, and demands of the work.

## THE CHALLENGE:

### BALANCING SPEED AND HIRING CONFIDENCE

The client was balancing two business needs at once: getting qualified talent into the business quickly and protecting long-term hiring quality. Open roles could remain unfilled while full-time approvals moved through internal channels. At the same time, extended interview processes created the risk of losing strong candidates before decisions were made.

The result was a familiar problem for project-driven organizations: the work was moving, but the hiring process was not always built to move with it.

## THE SOLUTION:

### WHY CONTRACT-TO-HIRE WAS THE RIGHT FIT

For this engagement, the need was not simply to make an immediate permanent hire, nor was it only to fill a short-term gap. The client needed to bring in specialized talent quickly, keep project timelines moving, and create a practical way to evaluate performance and alignment before making a long-term hiring decision.

That made Contract-to-Hire the right fit for this specific situation.

### OUR APPROACH

#### A hiring model built around speed, flexibility, and better decision-making

Tesoro Technology helped the client implement a Contract-to-Hire strategy that allowed hiring managers to bring qualified talent into the business faster, evaluate performance in a real working environment, and make permanent hiring decisions with greater visibility.

The benefit was not just faster access to talent. It was a hiring model that better aligned with project-based work, changing demand, and the need to balance urgency with long-term fit.

## Client Profile

INDUSTRY	Infrastructure & Utilities
GEOGRAPHIC PRESENCE	Multi-State Operations
BUSINESS MODEL	Project-Based Field and Technical Teams
WORKFORCE NEED	Specialized, Hard-to-Find Technical Talent

## Hiring Model Framework

Direct Hire	Permanent team growth	Best when headcount is approved	Defined roles
Contract-to-Hire	Flexible path to hire	Best when timing is uncertain	Evolving or critical roles
Contract	Short-term/project support	Best for immediate needs	Interim coverage

**TESORO TECHNOLOGY FOCUSED ON USING THE HIRING MODEL THAT BEST FIT THE CLIENT'S PACE, STRUCTURE, AND TALENT NEEDS.**

# RESULTS & IMPACT:

## OUTCOMES THAT SUPPORTED BOTH DELIVERY AND HIRING QUALITY

- **Accelerated onboarding**, with offer-to-start timing reduced to as little as 2 weeks
- **Greater confidence in conversion decisions** through real-world evaluation before permanent hire
- **Improved agility to scale resources** based on project demand
- **Stronger access to specialized talent** that may have been lost in a slower hiring process

## RESULTS AT A GLANCE



### Faster Deployment

Faster deployment of project-critical talent



### Reduced Friction

Reduced hiring friction and delays



### Hiring Alignment

Better alignment between hiring and operational demand



### Stronger Conversions

Stronger path to permanent hiring decisions

# BUSINESS IMPACT

## A MORE RESPONSIVE WAY TO BUILD PROJECT TEAMS

By aligning the hiring model to the business need, the client gained a more flexible and practical way to build specialized teams. Hiring managers were able to respond faster to demand, reduce friction in the hiring process, and create a clearer path to permanent team growth when the fit was right.

# BOTTOM LINE

## THE RIGHT HIRING MODEL CREATED A STRONGER PATH FORWARD

Tesoro Technology helped this client align hiring strategy with the realities of the business. In this case, Contract-to-Hire delivered the right balance of speed, flexibility, and long-term hiring confidence.

The result was a more responsive talent strategy, stronger access to specialized candidates, and a clearer path to permanent hiring once value was proven.

## FIND THE HIRING MODEL THAT FITS YOUR TEAM

Whether the right solution is Direct Hire, Contract-to-Hire, or Contract support, Tesoro Technology helps organizations build teams with greater flexibility, clarity, and confidence.

THE RIGHT HIRING  
MODEL CAN  
MOVE PROJECTS  
FORWARD WITHOUT  
FORCING HIRING  
DECISIONS TOO  
SOON.