



PARTNER STORIES

DD AUDIO





WE HAVE A SIMPLE PHILOSOPHY: RETHINK THE WAY WE DO RECRUITING TO BETTER SERVE OUR CLIENTS.

Through our work, we often hear the same concern from small to mid-sized businesses. Many recruiting firms have lacked the customizable options needed to meet their needs.

This inflexibility is why we take a different approach to recruitment—tailoring our work to fit your unique situation and paying specific attention to your needs to find the perfect fit for your company.

Here's an example.





MEET OUR CLIENT: DD AUDIO

DD Audio is a car audio manufacturer in Oklahoma City, OK that has been family owned and operated for over 30+ years.

At the time, DD Audio was seeking to make a transition with the vision of growing from a family owned and run small business into a larger manufacturing company. They knew that to do this they would need to develop a solid layer of middle management professionals. This change would allow the ownership to focus more on the strategic growth of the company as they seek to expand.

DD Audio has a history of working with other recruiting firms in the past and learned through experience that many firms are unable to hire and put forth the best candidates on a consistent basis.

So, as many do, they placed occasional job ads on their own without seeing promising results. Plus, the costs and time required to hire on their own was burdensome and complicated.

This is what led them to partner with Ncite Partners.



THE JOURNEY

Through a detailed consultative process, we spent time getting to know DD Audio's organization, culture, and employee structure. Alongside ownership, we partnered with DD Audio to assess their strengths, weaknesses, and other internal skill gaps.

During this process, we focused on understanding the various levels of their organization—from the front desk to the production floor. In doing so, we learned how to serve them intentionally according to their unique culture, personality, strengths, weaknesses, and most urgent needs.

These insights allowed us to structure new job profiles and expand on requirements, helping us make placements that would have the largest and quickest impact in the company.

Following this assessment, we were able to shape our recruiting strategy, approach, and pricing to fit the current needs of DD Audio. Tailoring our process gave their company the flexibility to hire new talent quickly and seamlessly.



THE RESULT

As a result of this partnership, DD Audio has successfully hired three, uniquely skilled and qualified managers who will oversee production, warehouse, supply chain, order fulfillment, and sales, allowing the company to streamline their processes and rapidly grow. According to company owner Vicki Langford:

"Ncite Partners was the first recruiting firm that actually listened thoroughly to our needs and designed a recruiting approach that has led to our company taking the next step. They have been critical to our success and have been there every step of the way."

Since building this middle layer, the owners and engineers at DD Audio have been able to expand their business in new and exciting ways. They have even been able to invest their time, energy, and resources into other innovative ventures.



THE DEVELOPMENT OF A LONG-TERM PARTNERSHIP

We know that DD Audio is a small to medium sized business. So, expecting huge upfront costs for recruitment would be unreasonable and unrealistic. This is why we saw an opportunity to create a flexible partnership model, one in which clients can work using sustainable recruiting process outsourcing models.

In this case, DD Audio commits to paying a small, monthly engagement-fee that is credited toward future placement fees at a much lower rate.

This flexibility allows for a true partnership to form—allowing DD Audio to have all recruiting processes managed by Ncrite Partners while still maintaining high flexibility and the benefit of significant cost savings.

Through this partnership, Ncrite Partners has become a direct representative of DD Audio as they continue to expand in size and manufacturing capabilities.

Even better, a more extended business relationship has formed between the owners of DD Audio & Ncrite Partners, all made possible thanks to the specific attention and flexibility of a tailor-made recruiting model.