



Clique Communications, CVP Product

Client Profile

Clique Communications specializes in developing innovative, revenue-generating solutions and services for video and mobile communications. Their service offerings present an opportunity for network operators and service providers to enjoy a consistently exceptional experience over mobile, PC or TV screens. Clique began operations in June of 2004 after acquiring assets from LegatoVideo and NetGen Video. Their seasoned and entrepreneurial management team is responsible for producing Clique's exclusive patented technologies, establishing the company as a leader in the high-tech communications marketplace.

"Global Employment Solutions has a true knack for targeting employees to fit our needs here at Clique Communications. [They] listen well and understand our business so thoroughly that the prospective employees are well screened and informed prior to their interview. Once the candidates are hired, they perform very well. I can only attribute this to the exhaustive screening process."

— Don Stecher,
Director of Quality Assurance
Clique Communications

Global Employment Solutions Fills 50 Full-Time Positions, Saves \$300K for Video Technology Co.

Challenge

As a growing video technology company, Clique Communications was founded by a team of highly skilled entrepreneurial inventors. Over the years, many personal sacrifices were endured to fund research and development. Before long, due to the nature of the business and with a strong vision in sight, Clique needed to develop a support staff that was both highly competent and creative. Lacking a dedicated HR manager, or adequate time to devote to the hiring process, the company sought out the expertise of a third-party recruiter.

Solution

In 2001, Clique partnered with Global Employment Solutions. After learning their needs and business environment, Global presented Clique a "Rent-to-Hire" solution. This allowed the company to "rent" consultants for a period of time and hire them without a placement fee.

Results

When the predecessor company to Clique turned to Global Employment Solutions six years ago, they had six full-time employees. Almost immediately, Global placed three full-time candidates. For six straight years Global continued to supply Clique with the caliber of candidate they desired. "As of October 2007, Clique has hired 50 Global consultants full-time," boasted VP of Engineering, Jim Jeffers. "That's nearly half of our current full-time staff."

"Whether we needed PHDs, engineers, developers or support staff, Global has found us exactly what we were looking for," exclaimed VP Mobile Product Engineering Chang Feng. "Every placement, with the exception of one, has resulted in a full-time hire."

Due to the efficiencies gained from Global's innovative staffing solution, Clique developed its video technology on schedule and without any delays. Global's flexibility allowed Clique Communications to find the creative talent they needed to speed up their project pace, while keeping their labor costs down. As a result, Global Employment Solutions reduced their recruiting man-hour costs by more than \$300K.