

# Two Decade Partnership with Wellington Management:

## Finding the Highest Quality Talent

Case Study

### At a glance

For over two decades, ProPivotal has supported Wellington, a wealth management firm that operates primarily (though not exclusively) in the Boston area. During that time, we quickly became an embedded partner within Wellington's HR function, operating as a true advisor in a space where placing quality talent can be difficult and time-consuming.

### The Challenge

Wellington upholds rigorous hiring standards, advancing only candidates with closely aligned credentials, experience, and the ability to succeed in demanding professional environments. While this ensures exceptional service quality, it also results in a highly thorough, multi-stakeholder hiring process that often extends eight weeks or longer.

### The Solution

Partnering with Wellington, ProPivotal was tasked with balancing a high volume of requisitions while maintaining precision in hiring. In response, ProPivotal designed a custom staffing program that successfully met both demands, including:

- 1 Embedded, on-site partnership model**  
integrated within Wellington's HR team to build trust and alignment
- 2 High-touch candidate development**  
through proactive networking and curated talent pipelines
- 3 Consultative process improvements**  
informed by ProPivotal's deep search expertise
- 4 Scalable support**  
as hiring needs expanded across functions and roles, and added capacity to support internal recruiters during peak demand

### Key Metrics

 **4,700+**  
Assignments Fulfilled

 **1,400**  
Direct Hire Assignments

 **3,300**  
Temporary Assignments

 **20+**  
year Partnership

### Outcomes

Wellington entrusted our team with more than 4,700 assignments our 20+ year partnership, as our process matched their exacting standards and supported their growth and expansion.

In the last three years alone, more than 100 people we've placed have been promoted to Assistant Vice Presidents, Vice Presidents, and Managing Directors.

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