FORD MOTOR COMPANY · TALENT ACQUISITION

An embedded TA team across four hiring engines, renewed with no rate increase

How a Fortune 50 automaker got recruiters who work like insiders, across salaried, plant, campus and executive hiring, without adding permanent headcount.

Fortune 50 automaker | Embedded since 2021 | Salaried · Manufacturing · Campus · Executive

Renewed for 2027 at the same rates

27%	4	0%	1
faster time to fill	hiring engines, one embedded team	rate increase at the 2027 renewal	click to request a new resource

01 Where automotive hiring breaks during a transformation

Four hiring engines, four different peaks
Salaried, plant, campus and executive demand rise and fall on their own clocks. One fixed team can't flex for all of them.

New skills for a new kind of vehicle
Electrification and software-driven vehicles put automakers up against tech companies for the same engineers.

Leadership hiring can't wait
Transformation reshapes the leadership bench, and executive searches have to move while everything else is changing.

Capacity without permanent headcount
TA is asked to do more while headcount stays flat. Adding agencies adds invoices, onboarding and noise.

No live view of the extended team
Who's working where, on which req, under which PO, often lives in a spreadsheet someone updates on Fridays.

Rate creep at every renewal
Purchasing needs pricing it can plan around, not a new negotiation every time a role is added.

02 The challenge at Ford

Ford's Talent Acquisition team had to flex across salaried, plant and manufacturing, campus and executive hiring, each peaking at different times. They needed recruiters who worked like insiders without adding permanent headcount. And tracking the extended team ran on a shared Excel roster.

03 What Sustainable Talent did

EMBED

A team that works like insiders

Embedded recruiters, sourcers and TA Ops specialists inside Ford's Talent Acquisition group, starting in 2021.

LEAD

Executive search, from the inside

Integrated directly into Ford's Executive Talent Acquisition team to move leadership hiring during the transformation.

SEE

From Excel roster to STalentOS

Replaced the shared spreadsheet with a live portal where Ford leaders see the whole team and request new resources in one click.

SCALE

One flat rate per role

Priced on one flat rate per role, so Ford adds or removes people as demand shifts, without renegotiating.

04 Results

27%

reduction in time to fill

Targets exceeded

Beat time-to-fill and diverse slate goals

Renewed for 2027

Multi-year program extended at the same rates

> “The Sustainable team joined the Ford business during considerable chaos and change. During that time, they seamlessly integrated into the Executive Talent Acquisition team. The team has also successfully achieved time-to-fill and diverse slate metrics.

June Boda
Head of Executive Talent Acquisition, Ford

05 Why automakers choose Sustainable Talent

Insiders, not vendors
Our people sit inside your TA team and work your process, from plant floor to C-suite.

We hand you the math
One flat, all-in rate per role. No buried markups, no surprise at renewal.

STalentOS included
Your own live portal for the roster, open requests and new resources. Built by us.

Flex without headcount
Scale each hiring engine up or down as launches, plants and campus seasons shift.

Operator-led
Founded by a Microsoft alum with three decades in talent who knows enterprise hiring.

Supplier-diversity ready
A WBENC-certified, woman-owned business that counts toward your diverse spend.

Planning 2027 hiring across salaried, plant