

# Talent Solutions

Interim | Fractional | On-Demand Sourcing

Tackling Your Business Challenges With Premier Talent

## Overview

At Strong Tower Partners, we specialize in flexible talent solutions that bridge the gap between immediate needs and long-term goals. **Our interim, fractional, and on-demand sourcing brings the right blend of expertise, agility, and impact—when and where you need it most.**

### The Evolving Workforce Landscape

- The traditional approach to defining a company's workforce solely through permanent, full-time employees is a thing of the past. Today, contingent workers play a crucial role in workforce strategy, now accounting for nearly 40% of the total workforce—a number that continues to grow.
- Utilizing non-permanent workers enables businesses to adapt swiftly to market fluctuations and address staffing gaps in their core teams.
- In an increasingly competitive labor market, advanced direct sourcing strategies for engaged contingent talent provide a significant advantage. This approach empowers employers to plan strategically, scale efficiently, and secure talent at optimal rates, whether for high-volume hiring or specialized roles.

**Organizations can tailor talent solutions based on their requirements.**

- **Interim Leadership** - Filling urgent or temporary executive roles to maintain momentum and drive critical initiatives during transitions or leaves of absence.
- **Fractional Leadership** - Securing part-time leadership support to benefit from high-level expertise without the full-time commitment.
- **On-Demand Sourcing** - Engaging experts precisely matched to address defined projects or strategic initiatives.

## Ideal Scenarios

- Anticipated future opportunities.
- Predictable staffing requirements tied to workflow.
- Repeatable roles with frequent demand.
- Projects where labor can be redeployed for future needs.
- Seasonal spikes requiring rapid fulfillment.

## Game Changer for Contingent Talent:

- Build a Direct Sourcing model that leverages your employer brand and curates and engages exclusive talent pools tailored to match your contingent hiring needs. Develop a scalable, customized pipeline of contingent talent.
- Tap into transferable skills from proven candidates and existing talent.
- Streamline the re-deployment of high-performing workers.
- Build and nurture your own pools of valuable talent, including former employees, freelancers, SOW contractors, retirees, referrals, interns, and previous applicants.
- This strategy ensures businesses remain agile, competitive, and prepared to meet workforce demands effectively.