

Case Study

Recruitment Campaign for our client – a Global Software Services and Information Technology Company

OUR CLIENT : *HCL Technologies (a Global Giant Software Services and Information Technology Company)*

HEADLINES

- Appointed AAITE/BSL as experienced recruitment Vendor to satisfy IT & Technology recruitment needs, in a competitive and fast-changing market across Lithuania, Romania, Poland & Sweden.
- Helping our Client to expand its IT and Technology team by 500+ hires across various projects and workstreams.
- Not only did AAITE/BSL achieved 50% of hiring within four months, we continue to hire for our client in their on-going projects across the above-mentioned countries by sourcing and maintaining an additional talent pool of 1000+ candidates hence reducing the cost per hire.
- Hiring included all modes i.e. Temporary hire, Contract/Contingency hire & Permanent hire.

Our Client wanted to take direct control of all business related IT projects it had but lacked the in-house sourcing engine to do it.

To ensure our Client new talent acquisition strategy was productive, the decision was taken that many designated business leaders within the company would act as business sponsors.

Our integrated team of market and sector specialists created a strong employer value proposition for our Client, along with a multichannel sourcing strategy focused on targeting niche passive IT talent. We also designed a streamlined process for identifying and assessing IT talent.



SOLUTION

- Volume campaign solution and processes in place
- Project team of ten AAITE (BSL) staff
- Multiple candidate attraction and sourcing methods used to attract both active and passive candidates
- Tracking and regular reporting to the client for transparency on campaign progress

This process was to involve hiring of **IT & Technology talent** from entry to executive level in **Lithuania, Poland, Romania, Sweden and other European countries.**

Some of the skill set we hired include **Developers (C#, C++, Java, .NET), Test Engineers (Manual & Automation), Project Managers, IT Technical Architects, IT Solution Architects, Infrastructure Support (L1, L2 & L3), VMware specialist, Cloud Computing, Embedded Engineering, Hardware and Mechanical Engineering etc.**

Hiring targets have been met or exceeded so far, as have the stringent cost, time and quality parameters our client has set.