



CUSTOMER SUCCESS FINANCE

Antal International Network

HOW PERFORMANCE BUILDS TRUST

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THE CLIENT

The client is India's largest 3PL providers offering integrated logistics solutions. The company also has a Mobility segment that provides a host of people mobility services in both B2B and B2C space.

THE ROLE

Manager-Finance



THE ASK

- Woman professionals who have been on a career break of two to five years (second careers comeback program)
- Strong skills in accounting and finance planning & analysis (FP&A)
- Understanding SAP working and having SAP operating knowledge
- To have the offer out in 30 days.

URGENCY

The role was open for over 5 months. Other partners and the internal team had worked on it and were unable to find the right diversity candidate for the role as the company was hiring for this position under a program, they have been running called Second Careers Inspiring Possibilities (SCIP) for returning women.



HIRING STRATEGY

Since the role was open and candidates were already introduced to the opportunity, a new approach was needed. Passive connects, referrals and networking were the choice sourcing strategies on which this campaign was founded.

BEING AGILE

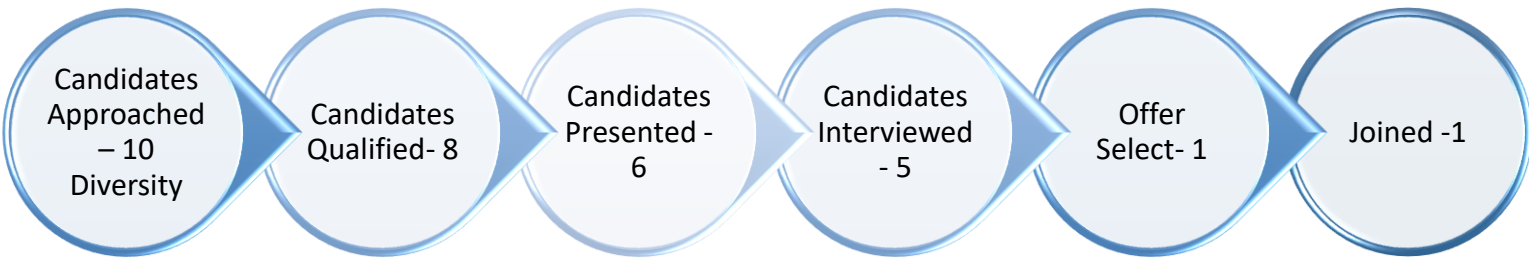
- The team went to the drawing board and listed relevant companies within the service industry.
- In conversations with targeted individuals, insights about client organization and the current role's contribution to the business were highlighted.
- The candidates were educated as to the growth within the firm, and how a stint with the client will rebuild their careers.



INTERVIEW PROCESS

Well defined interview process with technical, leadership, culture, people fit assessment, motivation and aspirations and the HR round.

KEY METRICES



SPECIFIC CHALLENGES

- Head hunting female candidates who would meet all the criteria (who are qualified, trained, and ready to restart their career).
- Lack of Data Base as we had to ensure that we are not using a “one-size-fits-all” approach. Instead, we had to personalize the hiring to cater to the specific diverse groups being targeted.
- Creating a diverse hiring strategy, to address gaps in the DEI strategy of the client.

TOUCH POINTS

The candidate was kept engaged through conversations, exchange of knowledge, industry insights, in person meeting with both the recruiter and the client, debriefing etc.



THE OUTCOME

1 joiner out of 10 CVO.

The client was satisfied with the speed and precision of delivery. They facilitated an introduction with another diversity role within the same group, for which interviews have started.

KEY LEARNINGS

- Understanding the customer, their industry, their DEI policies and if at all they are effective.
- Importance of broadening the referral pool in diversity hirings.
- Dealing with the skills gap- There is a high probability of a mismatch between the skills that employers need and the skills that these diverse candidates possess because of rapid changes in the technology, and society. To overcome these challenges, we must adopt a flexible approach and ask our clients to meet the training requirements for these candidates.



WHY SHOULD YOU WORK WITH US?

- If you want to take the guessing game out of your hiring cycle.
- If you want realistic advice on the market realities and talent landscape.
- If you believe that talent is an organization wide conversation.
- If you want to achieve your business plan.

ABOUT ANTAL JAIPUR, SIRSI ROAD

The office specializes for fulfilling the talent needs across Automotive Technology, Manufacturing, Specialty Chemicals, FMCG, Retail, Consumer Internet, Supply Chain and Logistics cutting across disciplines.

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