



CUSTOMER SUCCESS HUMAN RESOURCES

Antal International Network

HOW PERFORMANCE BUILDS TRUST

WWW.ANTAL.COM



THE CLIENT

The client is a consulting firm in India. It work with clients end-to-end, from defining and enabling vision, to ensuring ongoing market relevance. Founded in 2007, they have the backing of a large and well known consulting company. It has been recognized among the top customer experience consultancies in The Forrester Wave.

THE ROLE

Director - HR



THE ASK

- Experience of HR Operations; thorough knowledge and understanding of applicable state laws.
- Resident of Jaipur.
- IT Background.
- Experience in coordinating with the US team.

URGENCY

The role was open for over 2 months. Other partners and internal team had worked on it and were unable to find the right candidate for the role.



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 IT Consulting 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.

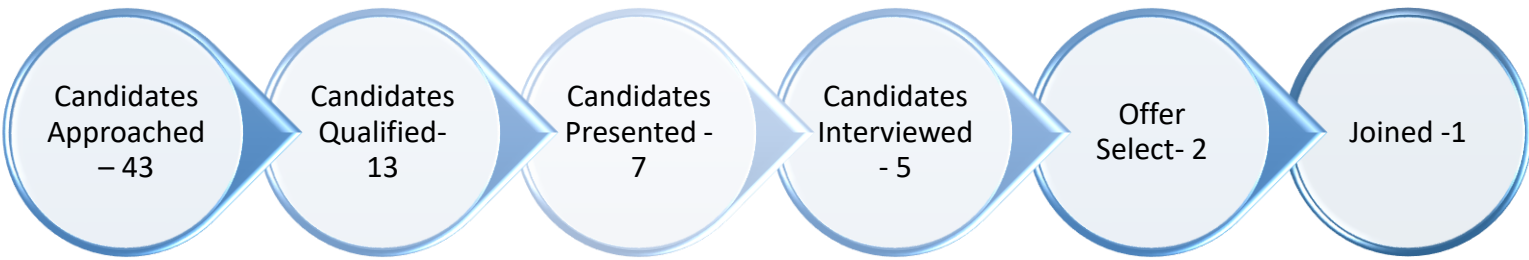


INTERVIEW PROCESS

Within the first week of the search, we delivered our shortlist of 2 candidates, 1 of whom was interviewed.

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

KEY METRICS



SPECIFIC CHALLENGES

- Not enough candidates who would meet all the factors on the Ask.
-
- Candidates in Jaipur market were limited and from outside, the candidates were expensive and were not keen to relocate.

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 joined out of 7 CVO.
- The client was satisfied with the speed and precision of delivery. They facilitated an introduction with another company, for which interviews have started.

KEY LEARNINGS

- Understanding the customer as well as candidates, their industry, their context for the hire/switch is critical for placement success.
- Candidate education is a vital part of the work of a recruitment partner. This makes the candidate appreciate the value of the opportunity at the same time, keeps them objective and market realistic.



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.

Visit: <https://www.antal.com/recruitment/india-jaipur-sri>

Call: +91 7073335300

Email: NareshS@antal.com

