

## Case Study: Health Insurance Client – Belgium

### Outline:

Our client, an important Belgian Health Insurance company, was facing significant issues with the recruitment of a Senior IT Architect

### Challenges faced:

The client was searching for a Senior IT Architect for several months. There is clearly a shortage of top Senior IT Architects in Belgium. The client was looking for a “sheep with 6 legs”: an architect having both Business (ideally in Insurance) and IT experiences (mix of Applications and Infrastructure). An additional challenge was that the “Health Insurance” world is not the most attractive one for experienced IT talents.

### The Antal solution:

- One strong competitive advantage of our office is our experience and our large network in the IT field.
- In a candidate market (mainly made of passive candidates), we had to rely on both our capacity to “ping” the right Talents and to use our network (and the network of our network).
- We did not present lot of candidates but those we proposed to our client corresponded to its expectations (Quality and not Quantity).

### The Process:

This was a new client and as from the beginning, we proposed to work the same way as we do for other Health insurance companies. We have put in place a strong “Candidates Search Project” approach including clear Statement of Work, Weekly Reporting etc. All along the project, we have worked very closely with the Hiring Manager for that position (Executive Manager of the company).

### The outcome:

We successfully managed to attract a Senior IT Architect with an impressive profile, 10 years’ experience in IT Architecture in various Private and Public sectors (including the European Commission and the Belgian Defense) and with a very Strong academic background.

### Source:

Case study by our team in Belgium, September 2021 – led by Managing Partner, Pierre Dagneau.

