

## Case Study Public Transportation Client – Belgium

### Outline:

Our client, an important Belgian Public Transportation company, was facing significant issues with the recruitment of their new Manager IT Infrastructure. This case-study highlights the fact that, even in a very complex and hard IT recruitment market, Antal has been able to find the right qualified talent for our client very rapidly.

### Challenges faced:

The client was looking for a strong Manager IT Infrastructure for several months. The IT recruitment market is clearly a candidate market in Belgium. The classical ways of recruiting don't really work (especially for a Public Sector company).

An additional challenge was that the "Public Transportation" world, is not the most attractive one for experienced IT Management talents (Salary Package, Image, ...).

### The Antal solution:

**EXPERIENCE:** One strong competitive advantage of our office, is our experience and our large network in the LOCAL IT field.

**NETWORK:** In a candidate led market (mainly made of passive candidates, those that are not keen to move jobs), we had to rely on both our capacity to "ping" the right Talents and to use our strong network (and the network of our network).

**QUALITY:** We didn't present lot of candidates but the first one we've proposed to our client fully corresponded to its expectations (Quality and not Quantity)

### The Process:

This was a new client, in the Public Sector. We have put in place a strong "Candidates Search Project", approach including clear Statement of Work, Weekly Reporting.

All along the project, we have worked very closely with the Hiring Manager for that position (Director IT Operations and Infrastructure of the company).

We have rapidly submitted the candidature of one first qualified talent (Only 2 weeks after the start of the search project). That first candidate was the right one.

It took then 6 weeks for the candidate to successfully pass all the client's interviews, the full Assessment Center and to accept the client's offer.

### The outcome:

We successfully managed to attract a seasoned IT Infrastructure Manager with an impressive profile, 20 years' experience in IT infrastructure (Engineer, Project Manager) from which 6 years as an IT Infrastructure Manager and speaking fluently French, Dutch and English.

### Source:

Case study by our team in Belgium, March 2022 – led by Managing Partner, Pierre Dagneau

