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**Case Study: Outstanding candidate service &**

**Why most candidates are worth your trust?**

**Consultant: Gurubalan C, Specialist Recruitment**

**Office: Antal India – Chennai office**

Focused on the recruitment of IT professionals across India, I noted an increase in bad press about candidates manner and follow through in the application process. Some candidates appear to be playing the marketing, fishing for the highest offer and sometimes accepting multiple jobs, such is the demand for their skills.

I am pleased to share this story which proves the opposite. One of my candidates joined my client today for the position of software developer, this was heartening for 2 reasons, one was because they stuck to their commitment and secondly as a recruiter, I could find them an opportunity to return to full time, meaningful employment.

When we first started talking, my candidate was eager to find work because they had been out of a job for the previous two years because of their decision to pursue higher education abroad. However, COVID caused disruption to their plans for 2 years and finally when they were to fly out, they tragically lost their father to the pandemic.

Financial hardship was next and hence they decided to look for a job. They approached Antal and we agreed to work together, I was their dedicated recruitment partner. We went through the screening process in detail, so I could understand their skills and experience.

Thankfully, I was able to match their skills to open roles with Antal clients and I also represented their resume to some clients I am in regular business with. Interviews followed. During this time, I maintained regular contact with my candidate as I had to have a number of discussions and meetings with my client to secure the best package for them, within 2 to 3 weeks we had the offer out. My candidate accepted this offer and joined the company this week.

When I look back, what gave me confidence was the candidates skills and their eagerness to start work where they were needed. Getting them interviewed and helping them select the best offer was easier as there was trust both ways.

**Proud that the partnership worked well and as a recruiter, I could play a role in getting some back on their career path.**

**Case Study: Written by Gurubalan C, Specialist Recruiter**

 **Antal India - Chennai team**

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