



***CUSTOMER SUCCESS  
TECHNOLOGY***

*Antal International Network*

***HOW PERFORMANCE BUILDS TRUST***

[WWW.ANTAL.COM](http://WWW.ANTAL.COM)



## THE CLIENT

The Client is an Analytics and Data Consulting Product company offering automation and software development support to its Clients. Headquartered in Canada, the Client is a fast growing, privately held business, with an India presence of 100+ employees in India.

## CONTEXT OF ENGAGEMENT

The Client's HR team had worked with other partners and by themselves to secure Engineering talent. The offer to joiner at 25% success was a challenge. They needed to fill these roles with speed and precision and were searching for partners for support.



## THE INITIAL SUPPORT

The Client required support on 12 critical Frontend and Backend roles within React JS and JavaScript tech stacks.

The specialist recruiters' dedicated team of 3-4 consultants (3-5 yrs exp) and a SPOC (5+ yrs) at Antal got going and within the first month itself, were able to get 3 roles closed with candidates onboarded.

This was possible due to existing network with the candidate market, a strong understanding of the stacks, target companies, sales and closing skills of the recruiters.

## URGENCY

Multiple sourcing strategies were deployed. Antal Web portal which attracts 700k visitors every month, Internal database, Sourcing via Social Media, Headhunting and Job boards – all added to the quality of CVs being sourced and screened.



## VALUE ADDS AT THE START

Antal brought in extensive market intelligence regards the behaviour of the candidates, compensation benchmarking including advice on the right offer to make. The Client was also given valuable insights to streamline the hiring process, which reflected the hiring trends and shortage of talent vs demand. These interactions, together with the early performance cemented trust between the Client and Antal.

## MATRICES FOR SUCCESS



\* Interviews are on-going.



## CONTINUAL ENGAGEMENT

- The Client is now exclusively working with Antal, as it understands the value proposition of doing so.
- The Client gets insightful competitive information and has brought in efficiency in their hiring processes basis the advice of Antal.
- Employer Branding is a significant by-product of this association, as Antal can sell the opportunities with the Client much more strongly and engage the candidates for long term possibilities.
- Antal is also helping them setup the hiring process and is giving suggestion on branding and marketing.

## KEY LEARNINGS

Long term relationships starts best when value and trust come together.



## PROOF OF SUCCESS

What started as a 3 week pilot run has become a one year exclusive partnership contract.

With such an intensive partnership, the Client opened up to share about other projects they are working on, including them helping set up a tech centre for one of their USA based Clients, who was looking to ramp up such talent across Gurgaon and Hyderabad.

## A HOPEFUL FUTURE

Antal and the Client look forward to partnering in ramping up the operations of the Client, the end customer as well as a new company the Client has just started.



## 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 MUMBAI, ANDHERI WEST

The office partners for fulfilling the talent needs across Technology, Consulting, Media, Consumer and Real Estate cutting across disciplines.

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