



***CUSTOMER SUCCESS***  
***Analytics***

*Antal International Network*

***HOW PERFORMANCE BUILDS TRUST***

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## THE CLIENT

- The client is a US Headquartered scale-up IT Services and Digital solutions provider, with domain-driven, niche, high-end platform offerings for their clients in the US and across the globe. They were founded in 2016 and are currently in scale up mode. They accelerate transformational outcomes for clients using our connected brilliance of engineering, intelligence, and experiences. By leveraging a connected mindset and modern engineering practices, they unlock value that elevates human experiences to shape a better future.

## THE ROLE

Practice Head – Analytics



## THE ASK

- They needed an Analytics Practice Head with a few bespoke requirements around AI/ML.
- They wanted a Chennai-based candidate.
- They were very particular about the candidate's background and career stability.
- And all this on a somewhat tight budget...

## URGENCY

This role was a business critical role which required urgent fulfillment



## HIRING STRATEGY

Given the pain areas of the client, we started the campaign reaching out to passive connections, took referrals, and then networked as the sourcing techniques because the role had already been open for a few months.

## BEING AGILE

We made my own shortlist of target companies, looking beyond the usual suspects. We continued to remain flexible with the needs of a changing business reality for the client – we had to keep revising our assumptions on the ICP (ideal candidate persona).



## Process Experience

- Approached 80 – Qualified 15 – Presented 4 – Interviewed 4 – Offered 1 – Joined 1

## CHALLENGES

- The requirements were fine but as a combination, they made the search complex especially the location and budget. The best candidate came with a notice period of three months – always a challenge even for leadership roles



## THE OUTCOME

The offered candidate joined in Dec 2023

## KEY LEARNINGS

- Consultative recruitment is about being iterative and agile through the hiring lifecycle.



## 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 CHENNAI, Abhiramapuram

At Antal's Abhiramapuram office in Chennai, we specialize in recruiting premium talent across diverse roles for Technology, BFSI, and Healthcare sectors.

Visit: <https://www.antal.com/recruitment/india-chennai-a>

Call: +91 9940035376

Email: [rnarayanan@antal.com](mailto:rnarayanan@antal.com)

