



***CUSTOMER SUCCESS
TECHNOLOGY***

Antal International Network

HOW PERFORMANCE BUILDS TRUST

WWW.ANTAL.COM



THE CLIENT

Our client is a CleanTech SaaS product cum Smart Meter manufacturing provider. They are amongst the fastest growing EnergyTech companies in India, founded by acknowledged leaders in this space. They lead technological innovation for the most effective energy delivery system in automated metering, smart energy, data capture, analytics, and smart workflows. They are the pioneer and market leader in end-to-end AMI technology, comprising Smart Meters, Communication Networks, and Central Systems. Their 100% homegrown smart automation solutions solve the most difficult and complex problems in technical and commercial losses in energy distribution.

THE ROLE

Vice President – Embedded Systems



THE ASK

- Candidates with a track record of successful product development and leadership in building Embedded Systems software, leveraging ADC (Analog-to-Digital Converters), RF Mesh, SAR (Successive Approximation Register) and allied technologies.

URGENCY

The client had been working on this position for a few months prior to approaching us, but closing had proven difficult due to the headhunt's complexity.



HIRING STRATEGY

Priority for Antal job post, leveraging Antal's massive presence on social media. 3-pronged approach of sourcing candidates from

- (1) relevant domain,
- (2) adjacent domains with transferability of skills and
- (3) power of Antal CDQ in selecting outstation candidates with high predictability of relocation

BEING AGILE

Iterative sourcing, recalibrating the search thrice and reliance on more than one or two sources for candidates to find an ideal fit.



INTERVIEW PROCESS

- Within a week, we submitted our shortlist of three applicants, all of whom were interviewed. Well defined interview process with technical, leadership, culture, people fit assessment, motivation and aspirations and the HR round.

Challenges

- As explained previously, a narrow pool of candidates further narrowed down by previous sourcing .



THE OUTCOME

- This marked a new chapter in the engagement with this client. Their CHRO and CEO went on record to praise our contribution
- One month later, we also did a proactive placement with the same client, which too was a leadership role.

KEY LEARNINGS

- Always keep engaging with current clients, as achieving success in placement requires a thorough understanding of the client, their business, and the hiring context. More importantly, it also requires agility in catering to the changing needs of the clients to close complex requirements.



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.

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