



***CUSTOMER SUCCESS
LEGAL***

Antal International Network

HOW PERFORMANCE BUILDS TRUST

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THE CLIENT

- The client is a multi-billion dollar “Big Seven” global Systems Integration, IT Services, Consulting and Digital Solutions company, that helps hundreds of customers secure competitive advantage through technology. They have around 80000+ employees globally. Their comprehensive Digital Transformation platform drives and accelerates the Mobile, Analytics & AI / ML, IoT / Industry 4.0, Cloud and Social journeys of their customers.

THE ROLE

Director Legal – China



THE ASK

- They required candidates from IT Services background, topped up with expertise in M&A and with global contracting exposure to add to end-to-end expertise in the China legal landscape.

URGENCY

The client had been working on this position for > 3 months before approaching us but had faced challenges in closing because of the complex nature of the headhunt



HIRING STRATEGY

Antal expertise in understanding JD and calibrating search led us to surface untapped candidates. Our campaign included passive candidates, referrals and networking as the sourcing techniques because the role was open for a few months.

BEING AGILE

Sometimes hiring panel was not available sometimes candidates were on vacation, where we had real time conversation challenges, we asked the client to partner with us in candidate interactions.



PAIN POINTS

- The client ruled out expats of India or of other country origin, who seemed to be in considerable number. This shrank the candidate pool.
- Headhunting ran into major challenges in real time interaction with candidates.
- During the thick of the action, we ran into vacation season delays from candidates



INTERVIEW PROCESS

- After two weeks of headhunting, we submitted our shortlist of four 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

- Even at the start this was a medium complex headhunt, and it became fully complex because of the asks explained above



THE OUTCOME

- The offered candidate joined in Dec 2023 with two weeks of Notice

KEY LEARNINGS

- 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 even 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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