



***CUSTOMER SUCCESS
VP IT Ops and Delivery***

Antal International Network

HOW PERFORMANCE BUILDS TRUST

WWW.ANTAL.COM



THE CLIENT

- The client is an Indian Conglomerate Infrastructure Development Company. They reported 40% increase in gross revenue, at approximately INR 20 billion for the first quarter of the financial year 2024.

THE ROLE

VP – IT Operations and Delivery



THE ASK

- Client was looking for someone with rich experience in IT Service Delivery, Governance and Operations from a specific industry.
- This was a very Urgent and an important role for them.
- Someone who has been in managerial roles from last 15 years managing huge sites independently.
- Client was specifically looking for someone with specific certifications.

URGENCY

The role was open for 3 months.



HIRING STRATEGY

Putting up Job-specific and different combinations of Keywords on a talent sourcing platform and using job boards were a couple of strategies that were taken up, to source the most suitable candidates. Advanced search tactics were used because the client was looking for people with a very precise set of skills. Finally it was head hunting helped us close this role.

BEING AGILE

- Carried out research and worked on a formal plan to identify the target market.
- Conducted a proper research on the client and moulded the recruitment sales pitch as per the company's core values, internal statistics, awards it's won and their achievements, and how being associated with the client would help in their career advancement.



INTERVIEW PROCESS

- Within the first two days of search, a shortlist of 4 candidates were presented. Out of the 4, the client feedback was positive for the 2 of them. 1 was finalized for this role.
- The interview process lasted for around 6 weeks.

KEY METRICS



THE OUTCOME

Since there was a shortage in the talent pool, there was no scope to lose on existing candidates, so the idea was to build a very strong recruitment sales pitch. The key was to be in depth about the position requirement. This way the candidates were able to relate with the role, which in turn increased their levels of interest.

KEY LEARNINGS

- The key takeaway from this assignment was to be sharp in search and not to be only driven by keywords – looking and screening all applications and asking pertinent and relevant questions to prospective candidates and this helped us close this role – a role which came at a GM level to us and was upgraded to a Vice President level at the offer stage.



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 Gurgaon

Our office on Sohna Road, Gurgaon strives to serve their clients with unparalleled service in the form of exceptional placements in almost all industry sectors in the areas of Finance & Accounting including all allied domains, IT Leadership and General Management

Visit: <https://www.antal.com/recruitment/india-gurgaon-sr>

Call: +91 9971132968

Email: DJain@antal.com

