Principal Software Engineer

Antal International Network

HOW PERFORMANCE BUILDS TRUST

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THE CLIENT

- The client is a global enterprise Data Protection Software company. They have 700+ employees globally and 450+ employees in India.

THE ROLE

Principal Software Engineer (Storage or Data Protection domain background)

THE ASK

•Client was looking for candidates with specific skills around – Enterprise Storage / Data Protection domain and hands-on technical leader with experience in system-side programming as well as good understanding of modern cloud platforms.

URGENCY

This role was in the market for over 6 months and the client had interviewed and rejected a number of candidates due to skills mismatch.

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HIRING STRATEGY

Antal's Four-Way Methodology which aims at combining the best of passive and active candidates was deployed.

SPECIFIC CHALLENGES

- Budget Constraints
- Past layoffs in the organization and negative reviews in various platforms
- Finding and attracting candidates with specific skills / experience and relocate to Hyderabad

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TOUCH POINTS

•Weekly touchpoints with candidates and recruiter and fortnightly calls with client TA team;

KEY METRICES

Candidates Approached 60 → Candidates Qualified- 14 → Candidates Presented - 6 → Candidates Interviewed - 4 → Offer Select- 2 → Joined -1

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THE OUTCOME

The candidate onboarded within 30 days from the offer release date

KEY LEARNINGS

•   As a specialist recruiter, it is essential to build knowledge of the industry / market to be able to map organizations to headhunt candidates
•   Understand role specific expectations and challenges / reasons for candidate dropouts.

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 HYDERABAD

Antal International Network's Hyderabad office compliments Antal's global strengths in various industry verticals by focusing on Information Technology (IT) vertical with specialization in recruiting for Enterprise Software, Technology Start-ups, SaaS, GICs and IT Services and Management Consulting companies.

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