



***Senior Oracle Fusion HCM  
Consultant (Functional)***

*Antal International Network*

***HOW PERFORMANCE BUILDS TRUST***

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## THE CLIENT

- The client is a large North America based Healthcare company. They have 100000+ employees globally and 700+ employees in India

## THE ROLE

Senior Oracle Fusion HCM Consultant (Functional)



## THE ASK

- An earmarked diversity role
- Client was looking for candidates with specific skills around – Oracle Fusion HCM and having done 3+ implementations of Oracle Payroll for North America region

## URGENCY

The role was open for more than 6 months and had multiple offer drop-outs due to relocation issues.



## HIRING STRATEGY

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

## SPECIFIC CHALLENGES

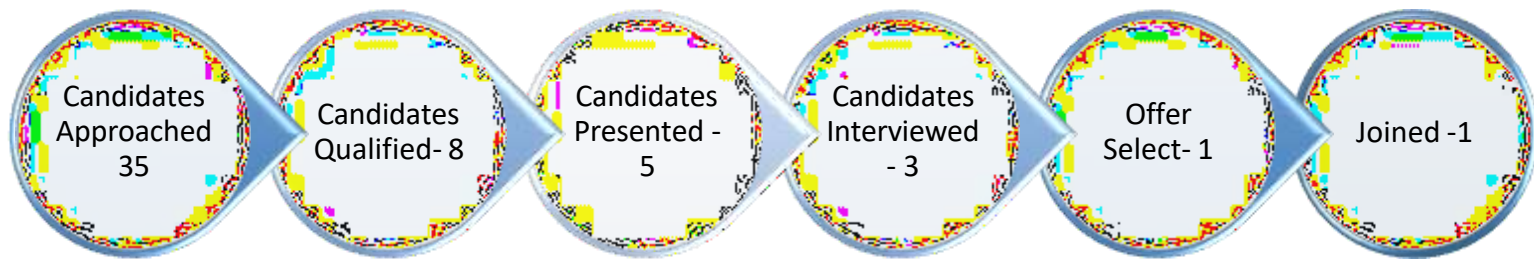
- Budget Constraints
- Finding candidates with 3+ implementations in Oracle Fusion Payroll for North America region
- Candidates who could join within max 45 days and work out of client office in Hyderabad.



## TOUCH POINTS

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

## KEY METRICES



## 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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