

Careernet Prism Helps a London-based Multinational Media Conglomerate Find the Best Diverse Talent for its Tech Operations



About the client

Founded in 1851, our client is a world-renowned, London-based business information services provider. Besides offering critical online and print information, the company provides software and services meant for the legal industry, and integrated tax compliance and accounting information for professionals.

The company's subsidiary began its operations in India in 1994. Given its constantly expanding operations in the country over the years, the need for upgraded technology to run processes has increased too. This has led to the rise in the organisation's demand for in-house tech professionals.

Being a diverse and inclusive employer, our client hires professionals based on their competency and talent, regardless of their differences in gender, colour, race, ethnicity, or personal choices. To find a suitable candidate for the Automation Developer position, the company approached us.

Why Careernet Prism

Careernet Prism enables organisations to build inclusive workplaces with diverse talent. We help employers hire diverse candidates and create inclusion-led engagements in their organisations with a suite of solutions.

We believe that competency is all that counts. Over the past few years, we have been delivering quality talent solutions for diversity hiring, organising diversity career fairs, conducting

inclusion-led events, and rolling out sensitisation programmes for inclusive employers in India who believe in:

- Equal learning, growth, and compensation
- Hiring based on candidates' experience and knowledge
- Freedom of expression for all

Our belief and focused approach to diversity hiring culminated in successful outcomes during our previous associations. That encouraged the client to choose us as its talent partner again.

Talent mapping and search

Our search spanned across India with a focus on qualified talent pool in tech with in-depth domain knowledge in automation, experience in Robotic Process Automation (RPA) implementation and clear understanding of RPA life cycle.

- ▶ We identified 14 candidates from the LGBTQ+ community with hands-on experience in RPA technology which is used to automate repetitive and rule-based critical tasks such as Electronic Data Interchange (EDI).
- ▶ We shortlisted the top nine candidates after a round of interview, based on the competency requirement and other resources-based criteria of the client.
- ▶ Further rounds of assessments and interviews of the nine candidates were processed by the client's in-house HR team.

At the end of the process which took one month, Pritha Chaki, a candidate from the LGBTQ+ community, was selected and onboarded.

Pritha Chaki shares her experience with Careernet

"Dreams become reality when the right actions are taken. Careernet Prism helped me at every stage of my hiring journey to ensure that I succeed in getting my dream.

I applaud the positive and go-getter attitude of Gayathri and her team. They ensured that the interview process was fast and smooth, and left no scope for any communication gap. They were committed, proactive and diligent throughout the process. The whole experience with Careernet was excellent."



We made an impact for success

We identified competent talent in tech from the LGBTQ+ community from across India within two weeks' and the entire hiring process was complete in just a month. We processed 14 profiles matching our client's requirements, out of which 9 most befitting profiles were evaluated by the client.

Our domain-led search strategy that worked

We were able to find the best talent for our client in a short time span by identifying the right candidates with a strong technical background with specific skills, expertise and knowledge in automation development and RPA. We found someone who met our client's expectations based on the following key criteria:

- Experienced talent
- From a diverse community
- In-depth knowledge and understanding of RPA technology

Our focus on finding the best talent from among Women (including back to work programmes), people across regions and ethnicities, Persons with Disabilities (PWD), LGBTQ+ and Veterans, has led to many fruitful associations with top inclusive organisations.



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