CAREERNET HELPED AN US TECH MNC HIRE 26 TECHIES IN 6 MONTHS

About the client

Our client, an American multinational company, headquartered in San Jose, California, and incorporated in Delaware, builds, and offers computer software across the globe.

The company needed tech professionals with niche skillsets for their development centre in Bangalore to cater to their increasing customer base in India.

They were looking for niche talent in tech in order to meet their innovative goals. So, they wanted to ally with a strategic recruitment consulting firm that could not only source but also provide an end-to-end hiring strategy and also implement that. That is when they reached out to Careernet.

Talent and value analysis

Our client's objective was to build a team of highly skilled tech professionals within a span of 6 months. They were very specific about the roles they needed to hire for. So, we needed to source candidates for these functions and roles:

- C++, Java, Big Data, Android, Full stack, Front End, SRE, CEE etc.
- Engineering Manager and Sr. Engineering Managers (with experience in C++, Java)
- Senior Computer Scientist, Principal Scientist and Product Manager

We studied the current talent landscape within the tech sector in India, and with the help of location intelligence, found and sourced the most suitable profiles in and around Bangalore.

Our Objective

To be able to source and hire candidates faster, we ensured that we do a thorough role and domain-wise split analysis of the candidates to be sourced. This enabled us to hire across different roles and functions.

Our end-to-end approach

At Careernet, we offer end-to-end recruitment solutions and services to our clients so that they can scale-up their business through the best professionals hired.

The need to find talent from the tech space, required us to build a strategic framework that would include an assessment and interview panel, on-ground logistics support, alongside AI-based tools and platforms for sourcing tracking, communicating, assessing, interviewing, analyzing, rolling out offers and onboarding targeted profiles.

- Set up an onsite team and a dedicated backend sourcing team at Bangalore
- Built a sustainable model for an onsite as well as offsite recruitment process, supporting all the phases of recruitment
- Reached the on-boarding targets by using the same model

We made an impact for success

Healthy joining ratio

Conclusion

With the help of our holistic recruitment framework, were able to:

- Carry out 26 hires within 6 months
- Closed 70%+ of the Engineering Manager and Senior Engineering Manager requirements in less than 45 days
- Average time to offer was 38 days

26 Hires

70% Closed

38 days Average time

Our result-driven onsite and offsite hiring and onboarding model helped us reach our client's hiring targets in a very short span of time and establish a stable business alliance with them.

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