## Business Need:

A global MNC faced intense competition in sourcing **IT infrastructure skills**, including **Desktop Engineers**, **Network Engineers**, **Active Directory**, **Redhat Linux**, **IT Service Desk**, **Application Support**, and **DB Admins**. To enhance their hiring process and reduce time-to-hire, the company sought a cost-effective solution to identify qualified candidates.

Recognizing the need for industry expertise and contractual hiring flexibility, key stakeholders determined that the optimal solution lay in leveraging the experience of their existing recruiting team to hire candidates on a contractual basis that aligned with their business requirements.

To address these challenges, the company partnered with People Prime Worldwide for a selected recruitment process outsourcing (RPO), leveraging their expertise in sourcing and attracting talent. It was the clear choice for managing the company's hiring growth.

## Situation:

A global MNC organization was planning on volume hiring and needed to hire 120+ new resources for contracting positions for Skills like **Desktop Engineers, Network Engineers, Active Directory, Redhat Linux, IT Service Desk, Application Support, and DB Admins** across 2 locations of organization in the southern part of India.

This hiring needed to happen within a tight timeline of **1 month** and with no service disruption. People Prime Worldwide, a trusted strategic partner leveraged our Pan-India network and deep domain expertise to identify suitable candidates rapidly.

## Solution:

With a specialized team, People Prime Worldwide was perfectly positioned to fulfill customer needs with several innovative recruitment techniques, to ensure success. These Included:

- We provide an RPO specialist with **10 years of expertise** in the field and guide on-site assistance. In addition to the expert, we organize 8-10 people who support them from the office.

- Collaborate with hiring managers to understand resource needs. Provide a plan of action for weekend drives and a candidate pipeline to meet hiring requirements. requirements.

- Preparing hiring reports & updating the recruitment progress on open positions to stakeholders on weekly recruitment calls and highlighting challenges for calibration.
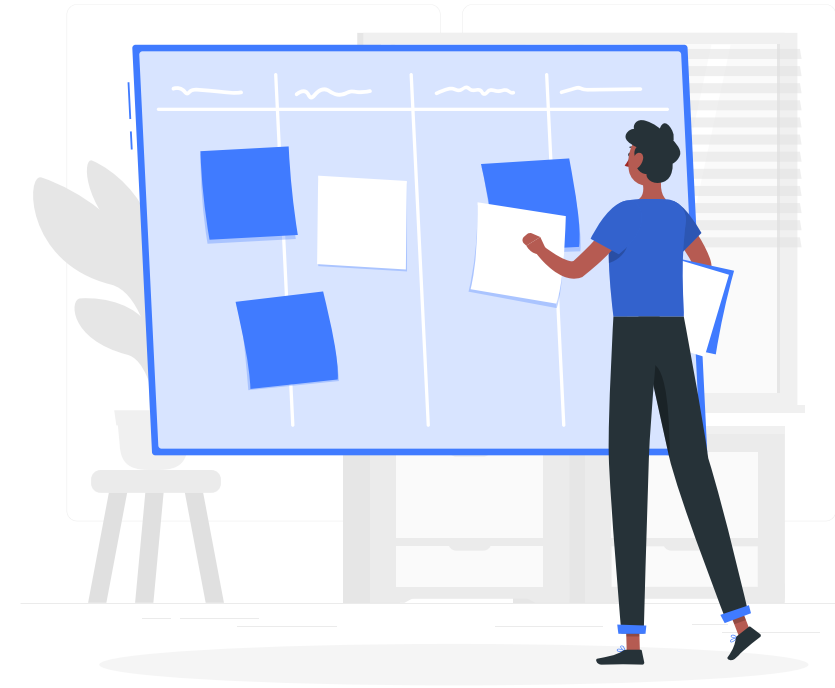
## Challenges:

- **Candidate Scarcity:** The high demand for skilled professionals in the infrastructure (Infra) domain made it difficult to find suitable candidates at two locations.

- **Niche Skill Requirements:** The specific skill sets required for roles such as SCCM Admin, Cyber Security - SIEM, SOC Admin, Weblogic Admin, MS Intune, and IIS Admin are highly specialized and challenging to source.

- **Resource Constraints:** The company faced limitations in terms of personnel and resources dedicated to the hiring process, making it difficult to fully commit to the thorough approach required for sourcing these niche skills. complexity, as the talent pool and competition for candidates varied across regions.

## How we overcome the challenges:

For closing these positions, we targeted our competitors for similar skill-related companies in the market, we attract great talent with extensive information on the company and position, above and beyond the job description.

## The Results:

The collaborative effects between People Prime and the global MNC TAG team resulted in successfully filling 85+ positions in 1 month helping the organization to overcome talent scarcity and identify the best local candidates.