



## Case Study

Mid-sized communications company sought assistance placing technically diverse consultants on their applications team

**Client:**  
A Mid-Sized Communications  
Company

**Industry:**  
Communications

**Service Offering:**  
**Staffing Services**  
- Applications Staffing Services



**The Situation:** A mid-sized communications company that also supplies broadband access and bandwidth to rural telephone companies had just closed one of its smaller facilities to minimize real estate locations and consolidate its Applications Development group. The client is a provider of retail and wholesale long-distance, data, Internet, voice, video network and database services, and supports businesses and governments in the Southeast and Midwest. It is a facilities-based company and maintains all of its own switches and equipment. The client benefits from its corporate roots, which include several mergers with and acquisitions of pioneers in the communications industry. The client's 150 forward-thinking employees share a dedication to progress and a commitment to helping customers with their communications needs.

**The Challenge:** In order to streamline its property assets, the client decided to close one of its smaller facilities and move its Applications Development team to corporate headquarters. The client also planned to restructure the team from seven employees to five. The majority of this group did not want to transfer, so the client was forced to rebuild its team of applications developers. The client needed to find developers who possessed diverse technical backgrounds to replace the loss of knowledge caused by the elimination of two of the seven positions. Specifically, the client was looking for applications developers who were skilled in the web technologies of C#, .NET™, Java™, XML, and MySQL. Of the three open positions, at least one consultant with knowledge of older technologies was crucial to translating the client's existing programs that were written in older languages. The client also needed a developer with a background in communications who was able to tie different front-ends into a common database for information extraction. The last open position required a developer with a strong creative background in web design to construct appealing web pages for the client's external site.

**The Response:** TEKsystems®, a premier provider of technology staffing and services, has been working with the client's applications and infrastructure groups since 2002 and has developed a strong reputation for placing qualified IT professionals throughout the client's organization. In addition, TEKsystems' prior relationships with the companies ultimately involved in the client's mergers and acquisitions began in 1998. Out of the client's initial team of seven developers, the two who decided to transfer were previous direct placements from TEKsystems.



The client was pleased with TEKsystems' ability to find Technical Professionals that were both technically proficient and a good cultural match to its organization, and turned to TEKsystems for help with rebuilding its applications division. TEKsystems' thorough understanding of the client's environment and hiring process led to the successful placement of the remaining three developers on the client's applications team.

**The Result:** The client was very satisfied with TEKsystems' ability to locally recruit and place high-quality IT professionals in a timely manner. By using TEKsystems, the client was able to bypass its lengthy internal hiring procedures and quickly bring aboard three ideal applications developers. TEKsystems' understanding of the client's culture – and ability to deliver appropriate candidates – helped minimize the time needed for phone and personal interviews and ensured a good match. This allowed the client to focus on its day-to-day business objectives while efficiently rebuilding its applications team.

**The Technology:** C##; .NET; Java; XML; MySQL