



## Case Study

Leading provider of mapping software and platforms required high-level consultants when positions were relocated due to consolidation of two IT development groups

**Client:**

A Large Internet, Wireless, and Business Solutions Company

**Industry:**

Consulting/Business Services

**Service Offering:**

**Staffing Services**

- Applications Staffing Services



**The Situation:** A global internet, wireless, and business solutions company was looking for a partner to assist with its growing staffing needs. The client is a leading provider of mapping software and platforms that help consumers and organizations utilize a variety of location-based services. These services are offered via the client's corporate web site, cell phone subscription packages, and can also be accessed through other mobile devices.

**The Challenge:** The client was anticipating significant corporate growth in 2007 and planned to double the number of full-time employees. In addition, the client decided to consolidate its two IT development groups which were located in Colorado and Pennsylvania. The Pennsylvania location housed most of the client's software development efforts, and the client made arrangements to move the remaining positions from its corporate headquarters in Colorado to the East Coast. The client had been using an independent recruiter in Colorado for staffing help, but was increasingly dissatisfied with the service and quality of consultants that were being provided. The time difference also factored in, as did the recruiters' lack of familiarity with the local East Coast market and geographics. The client decided it was time to bring in a local vendor that could offer greater insight to its staffing needs.

**The Response:** The client had been using TEKsystems'® support since 2001 and was impressed with its high level of customer service and past success locating more than 25 qualified IT professionals. As a premier provider of technology staffing and services, TEKsystems' national footprint and reputation in the local East Coast market were deciding factors in furthering the business relationship. The client had a list of openings within its five major IT groups, and TEKsystems suggested a meeting to qualify the requirements. The client needed to staff up quickly its Pennsylvania location so as not to disrupt its daily business, and TEKsystems immediately set to work to recruit the necessary high-level consultants.



TEKsystems has successfully placed more than 14 resources at the client's site this year ranging from technical systems administrators and senior software engineers to testing and web engineers. TEKsystems' unique Successful Placement Process<sup>SM</sup> helps to ensure a personality match for the client's laid-back, team-oriented environment, and it also prepared consultants to help find creative solutions to the client's business objectives. TEKsystems' recruiting efforts for the client's many open positions are ongoing and are being carried out in order of importance as the client sees appropriate.

**The Result:** TEKsystems' ability to locally recruit candidates eliminated the shortcomings oftentimes associated with out-of-town recruiting, and ensured that the best possible candidates were placed on-site. By relocating all of its IT development positions from Colorado to Pennsylvania, the client saw significant savings because of the reduced cost of living and the elimination of cross-country travel expenses. TEKsystems' prompt recruiting turnaround time helped the client's various projects stay on schedule, and the dialog between TEKsystems' account manager in Colorado and the account manager in Pennsylvania helped keep the lines of communication open. The time difference no longer was an obstacle, and work flow, status updates, and project timelines can now be delivered in person versus over the phone. The client is pleased with TEKsystems' consultants and is expected to extend permanent employment offers after the agreed upon time period. The success of TEKsystems' Pennsylvania recruiting team has also led to additional staffing business with the client for the Colorado TEKsystems team.

**The Technology:** Java<sup>TM</sup>; JavaScript<sup>TM</sup>; C++; UNIX<sup>®</sup>; AJAX