



Case Study

Business consulting and engineering firm sought assistance in locating IT professionals with rare skillsets who would fit into corporate culture

Client:

A Small Business Consulting and Software Engineering Firm

Industry:

Information Technology

Service Offering:

Staffing Services

- Applications Staffing Services
- Infrastructure Staffing Services



The Situation: A small business consulting and software engineering firm was looking for a partner company to assist with its growing number of staffing requirements. The client specializes in a variety of IT innovations and also provides strategic planning and process improvement consulting to help businesses gain competitive advantages. The client's custom application development and systems integration services help customers address unique business concerns through creative software strategies and information management solutions. This comprehensive approach allows businesses to measure improvements and quantify their return on investments.

The Challenge: The client does not have an internal Human Resources department to recruit prospective job candidates and was projecting significant growth in its Information Technology groups for 2007. The client's senior technical managers, Vice Presidents, and President had accepted responsibility for the recruiting process, but were spending an average of three hours per day screening high-level resumes. This additional duty did not leave the necessary time for them to accomplish their primary tasks. In addition to the in-demand and hard-to-find skillsets, the client had a very specific idea of the personality traits that would best fit into its corporate culture. The client's environment is unique, and the client needed individuals who could work independently while still acting as a team player. TEKsystems®, a leading provider of technology staffing and services, was one of three vendors that the client had been using to locate and place experienced Technical Professionals for a series of challenging positions. The rare skillsets that were needed greatly limited the talent pool, and the client was receiving the same job candidates from all three vendors.

The Response: Upon further investigation, the client discovered that TEKsystems was the only vendor to thoroughly screen its candidates before submittal. In order to help ensure a proper technical and personality fit, TEKsystems regularly employs a number of pre-employment checks and balances before introducing each candidate to its clients. Over the years, TEKsystems' knack for identifying and assimilating the client's unique corporate culture into the recruiting process had led to a meaningful business relationship. Since TEKsystems was the only vendor to fully complete the client's detailed recruiting procedures, the client decided to award TEKsystems its exclusive business.



TEKsystems met with the client to develop a series of prescreening questions that would provide an extra level of evaluation during the recruiting process. After a meticulous search, TEKsystems was able to provide a Senior Project Manager, a Lotus Notes Developer, and a Web Developer. Each of these candidates also possessed the soft skills that the client felt best matched its environment. TEKsystems has been assisting the client with its staffing needs since 2005, and has provided Technical Professionals with a number of rare skillsets, including a specialized web developer/designer that focused on Adobe products, CSS, and PHP.

The Result: TEKsystems' involvement helped save the client valuable time in recruiting efforts, which allowed the client to focus on its customers and delivery of customer service. TEKsystems' customary quick turn-around time on hard-to-find IT professionals directly impacted the client's bottom line by enabling the client to begin its critical projects sooner.

Based on a mutual level of trust, the client has invited TEKsystems to sit in on several of its regular product and services demonstrations with many of its large customers, and has provided several business referrals. A TEKsystems representative attended one of these meetings as a "student" in order to learn more about the client's business environment and IT initiatives. This creative step has helped TEKsystems' recruiters better articulate the client's needs to prospective candidates and has been useful in finding the client's ideal technical and personality match. The IT professionals that TEKsystems has placed onsite have helped the client win additional business, and the client now has the backing of TEKsystems' national recruiting force for added labor if necessary. The partnership between TEKsystems and the client continues to be prosperous for both.

The Technology: HTML, CSS, Adobe® Flash®, PHP, Adobe® Photoshop®, Lotus Notes®, IBM® products, and Microsoft® products