



CASE STUDY

CONTINGENCY RECRUITMENT

Value creation through strategic partnership



KG Information Systems Private Limited

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The Client:

- A design company with over 4,000 employees that blends technology, creativity and engineering to help customers transform ideas into world-class products and solutions
- Its business span around embedded product design, industrial design and innovation, visual computing, systems integration and professional services
- The company operates a global network of design studios, development centers and offices in France, Germany, the UK, India, Malaysia, Singapore, Japan, South Africa, Dubai, UAE and USA

The Requirement:

- The client required to fill multiple engineering positions that would support their core business.
- These positions required niche skills including embedded system design and simulation skills.
- The client has in the past engaged several contractors through the traditional engagement model, which yielded poor candidate quality and highly unpredictable costs.
- The client was looking for a partner that can help them efficiently provide recruitment support.

The Solution:

KGiSL worked with the client's management team to build a custom recruiting designed to meet the specific quality, speed and cost-savings goals of the client in which model, KG performs all recruiting activity for the client on an exclusive basis.

How we helped this client?

- An account team leveraging our internal resources was set up consisting of recruitment consultants
- KGiSL prescreened all of the candidates based on the client-defined job profile and cultural fit
- Established service level agreements (SLAs) with hiring managers that clearly defined deliverables with respect to candidate feedbacks and delivery turnaround
- Candidates qualifying the screening process were presented to the client, interviewed with the leadership team, completed background screening and started work, all within two weeks
- The interview-to-hire ratio in this engagement model is over 75%

The Results:

- Effectively fulfilled over 25+ positions and continuing to support this client
- Reduced average time to fill (under 20 days) and increased hiring manager satisfaction
- Significantly reduced cost per hire

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