



CASE STUDY

ONSITE RECRUITMENT

Value creation through strategic partnership



KG Information Systems Private Limited

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The Client:

- Leading American mathematical computing software company with over 3500 employees
- Its modeling and simulation products are used throughout the automotive, aerospace, communications, electronics, and industrial automation industries as fundamental tools for research and development
- Engineers and scientists worldwide rely on the software to accelerate the pace of discovery, innovation, and development

The Landscape:

- The client company needed to balance rapid growth with the fluctuating recruiting needs. Given that the team in India focuses on embedded systems and simulation of a highly technical computing process, the company needed ongoing access to specialized talent for their delivery center
- The client needed a vendor with deep expertise in the simulation industry as well as in the regional market and respond swiftly to the company's hiring needs.
- KGiSL has been supporting this client for over 7 years fulfilling their recruitment needs in the US and other global markets.
- Combined our specialization and success hiring niche needs for this client and with local presence in India; we offered to help this client with their current requirements in India.

How we helped this client?

- KGiSL worked with the client's management team to build onsite recruiting support plan, designed to meet the specific quality and cost-saving goals of the client
- As a full-service staffing and recruitment solutions provider, KGiSL leveraged our internal resources, assessed and evaluated recruiter skills based on the client-defined job profile and cultural fit
- Deployed a team of experienced recruiters onsite that started work without any delays and offer seamless support working from within different business units in the client organization
- Implemented system to manage timesheets, tracking, documenting and reporting key metrics for on-site employees

The Results:

- Fulfilled contingent workforce requirements by placing recruiters onsite with a shortest turnaround
- KGiSL saves the client's time with its streamlined onsite recruitment, managing labor scale-up or down on short notice, payroll and performance reviews
- KGiSL also introduced the added benefit of the contract-to-hire option for the clients to hire these recruiters for full-time positions, which is a tremendous cost savings over utilizing an outside headhunting firm
- The client is pleased with the onsite services, production and quality. They wanted KGiSL to take over end-to-end processes handling all aspects of recruiting and hiring process

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