

Randstad India enables a multinational beverage alcohol company achieve rapid ramp-up of their super niche skilled professionals with their strong recruitment management expertise.



partner for talent.

# client

Our client is a multinational beverage alcohol company, with its headquarters in London, England. One of the largest manufacturers of spirits in the world,

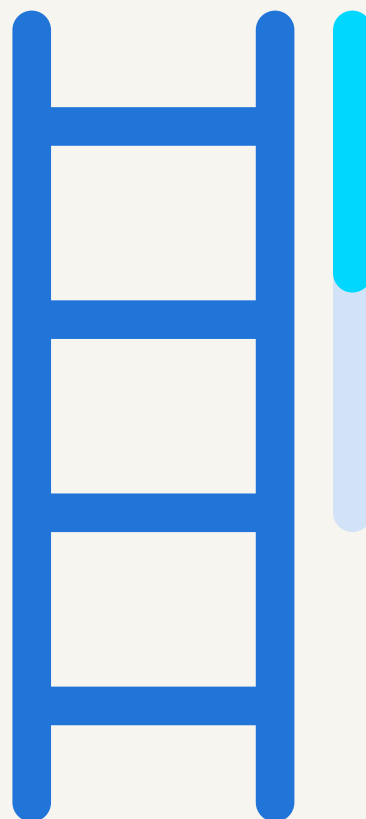
they operate in more than 180 countries and produce in more than 140 sites around the world.

## requirement / challenge

The client was challenged by the super niche skills they required across their captives, and were looking for professionals in the following areas:

- Operations threat security
- Network Architect, Cloud Architect
- End user operation support, End user computing automation engineer /architect, End user computing apps, End user computing unified end user management
- End user computing pre-sales, End user computing MDM.
- P2P, compliance and controls

They reached out to us, based on our reputation and track-record as a reliable partner with strong recruitment expertise and experience in the niche technologies and functions they needed.



## randstad solution

Based on the requirements, we took a project hiring and program management approach with an onsite/offshore model. We placed a dedicated onsite resource, who worked in close collaboration with client's hiring managers and the RRC team. We mapped the potential organisations across Captives as the skills required were super niche, and shared regular inputs on talent availability to the hiring managers.

Our assessment and interview process was both efficient and effective, with

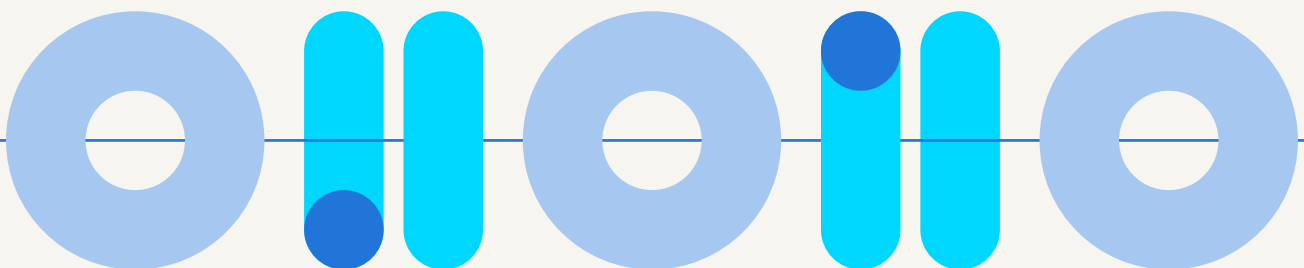
bi-weekly reviews with hiring managers, sharing of detailed assessment notes with senior managers, and providing weekly and monthly dashboards to the top management.

Our strong candidate management process ensured detailed briefing to candidates on the interview process, regular follow-up with them to the time of joining, and touching base with them even after joining. Any potential candidate dropouts were immediately flagged to the client's team for effective planning.

## business impact and outcomes

Our efficient execution, based on our expertise and experience in the information technology sector, enabled us to successfully roll out a significant

number of offers in a short period of time. This enabled the client to overcome their challenges and meet their requirements rapidly.



# client acknowledgement and recognition

Our performance earned us the client's appreciation and confidence, and we have become their 'most preferred partner', and the 'go-to' partner for all

their super niche skills. The client has become a 'Strategic Account' for this financial year.



