

Randstad India's expertise in recruitment of niche skills enable one of the world's largest wind turbine manufacturers to ensure an 'on-time' start of a critical project



randstad

partner for talent.

## client

Our client is one of the world's largest wind turbine manufacturers, with offices and branches in more than 30 countries, and employing more than

8,500 employees. A pioneer in the mass production of wind turbines, the group has a comprehensive product portfolio for diverse markets.

## requirement / challenge

The client needed to hire 100+ niche-skilled resources in the areas of production and assembly of wind turbines in a remote location. The CTC range offered by the client was less than the market standard.

An additional challenge was the client's mandate for a face-to-face interview of shortlisted candidates (who were also vaccinated against COVID-19) at the client's location of work.

The client opted for Randstad as their recruitment partner based on our reputation for expertise in recruitment for niche skills, reliability, efficiency in mapping across target sectors, quick turnaround times, and our presence across all Indian locations (28 states and 199 metro, Tier-1, -2, and -3 cities).



## randstad solution

We deployed a program management approach to address the client's requirement. Armed with an in-depth understanding of our client's needs, our recruitment team identified candidates through a mix of headhunting, referrals, LinkedIn connects and Portal- R select.

Our recruitment team personally connected with the candidates through phone calls, Google meets and WhatsApp messaging to give them a thorough knowledge about the company, benefits and career path.

The client required the short-listed candidates to fill Google forms that needed to be approved by them before they could be called for an interview. Our team help the candidates to fill out the Google form as per the required process, and ensured that they were vaccinated prior to travel for the interview.

Our relentless focus and process-driven approach enabled quick sourcing, interviewing and selection of candidates for the client's requirements.

## business impact and outcomes

Our efforts enabled the client to commence their work on time with the right-skilled resources. All the 70 open positions so far have been closed on

time, and the remaining positions are well on their way to be fulfilled on schedule.



# client acknowledgement and recognition

Our performance won the client's appreciation and confidence, and we are in discussion to hire additional 50+

professionals. Further, the client is on the verge of giving us another project based on our excellent performance.



