END-TO-END RECRUITMENT FOR ONE OF IRELAND'S EXPERTS IN DATA INSIGHTS AND ADVANCED SALES STRATEGIES

We successfully placed three crucial hires who will play an essential role in both the creation and aggregation of large datasets, performing insightful analysis and business intelligence reporting for their clients. We also designed their end-to-end hiring process, from the first interview to the start date of the candidate

AT A GLANCE

CHALLENGES

- Designing a comprehensive and effective interview process from start to finish. This required gaining a deep understanding of the company and the specific qualities the hiring managers were seeking in candidates, making it a challenging yet rewarding task.

WINS

- Filled all positions within the given time frame.

- The client was highly satisfied with the candidates provided, noting that they were not only a great fit for the company culture but also highly competent to meet the demands of upcoming projects.

- Made a strong impression on a new client leading to conversations about new roles in the future.

OBJECTIVE

Our client, a dynamic start-up that is scaling at a rapid rate, came to us with the goal in mind of creating an effective and efficient hiring process and bringing in 3 top quality Data Analysts. We set out to plan the process for them, including the number of interviews, type of interviews, interview length, interview questions, details on the offer stage through to the contract signed, and start date. Once this was completed the goal was to bring them high-quality Data Analysts to help in their journey to grow.

SOLUTION

Following our consultation with the client, we aligned on a detailed plan, delivery schedule, and budget. We then sourced qualified candidates, prioritising top talent and also only selecting the personalities that suited the company's culture. Then several shortlists of top talent were delivered.

RESULTS

#1 Key result

We successfully managed the entire recruitment process, from the initial consultation to offers and reference checks. We played a pivotal role in building a highly competent and personalised Data Analyst team for our client.

#2 Key result

We provided carefully curated shortlists, conducting in-depth screening calls to ensure candidates met the ideal combination of technical proficiency and strong communication skills.

#3 Key result

We exceeded expectations with a new client by delivering exceptional service in the timeframe required.