



# CASE STUDY

## BACKGROUND

One among the 'Big Four' Accounting firms. The biggest division of the firm was looking for partners for their recruitment drives.



## CHALLENGE

The challenge was to match the variety of roles to be filled for a wide-range the projects the client handles.

CIEL being one of the many vendors faced the challenge of steep competition. The client as a part of their efficiency improvement process, uses an internal ATS tool to keep a track of the duplication of profiles being reported.

The client had a specific need to hire niche talent from the market for many of the open positions.



## SOLUTION

CIEL formed a team to focus on the project and appointed one of its senior members to lead the project. In consultation with senior colleagues of CIEL and the Client organization, the Account Manager developed the sourcing plan, employer value proposition and the project plan.

The team was responsible for diligently mapping the talent pool with the required skills and the target locations for the variety of roles.

The agility and the rigour of CIEL's approach and the rapport built by CIEL's recruiters helped avoid duplication and thus deal with competition.

The experience of CIEL members in hiring niche skills in IT helped us understand the requirements better and deliver efficiently in a short time-period.



## BUSINESS BENEFITS

CIEL with a systematic approach was able to reduce the time to hire and increase the success rate of the interviews. CIEL helped the client to periodically carry-out talent mapping activities in the market for the upcoming skills. CIEL's context matching algorithm coupled with the experience of its recruiters prevented unsuitable applicants to come into the interview queue, thereby reducing the overall costs.





## ILLUSTRATIVE LIST OF FULL-TIME ROLES FILLED:

- RPA Developer
  - Business Analytics
  - Dot net taxation professionals
  - Dot net Architect
  - Share point Developer
  - Enrolled agents
  - Corporate tax consultants
  - Individual tax consultants, FSO
  - BPM (business process manager)
  - Immigration (TL)
  - Senior (Global Delivery Service)
  - Advanced Analyst
  - Project managers
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