



 diamondpick

Fuelling Hyper-Growth

Supporting and enabling growth goals of a
Global Leader in Technology and IT Services
with an Innovative Recruitment Model

In a race against time and surging demand for top-tier talent, we stepped up to support the ambitious growth goals of a leading global Technology and IT Services organization. We enabled the recruitment of 3000 professionals across 14 locations with over 300 skill combinations, making this one of our large-scale engagements. The story unfolds with remarkable insights into the challenges faced, the strategic approach employed, and the impact we had on the client's industry-leading growth.

The Client Scenario:



In 2021-22, our client experienced tremendous growth and expansion, necessitating the recruitment of approximately 13,000 to 15,000 professionals each quarter. However, their internal team, with limited expertise and capability, was unable to fulfill this escalating demand. We were engaged in facilitating the staffing surge within four rapidly growing business divisions: Enterprise Applications and Data, Digital, Engineering Services, and Cybersecurity.

The Solution: Innovative RPO Strategy

In response to the rising demand for hiring a large number of professionals across diverse skill sets, we implemented a multifaceted solution. We structured specialized teams aligned with service lines and skill categories, allowing us to streamline and enhance our talent-sourcing efforts. These teams were dedicated to overseeing various aspects of the candidate life cycle, nurturing customer relationships, and efficiently managing systems. This approach enabled us to effectively onboard 3000 professionals across required skill sets.

Additionally, we established a regular cadence of weekly reviews with the Chief Operating Officer and the Global TA head of the client organization. These ongoing interactions ensured that we received the necessary support and resources to achieve all recruitment objectives.

Business Impact:

Our expertise in agile and scalable recruitment processes enabled us to contribute significantly to our client's industry-leading growth. Our innovative Recruitment Process Outsourcing (RPO) solutions with cutting-edge technology stacks, access to our global talent pool, an extensive partner ecosystem, and data analytics helped to meet the volume of client demands.

- Our versatile and full-service approach seamlessly integrated with the client's organizational structures.
- We took complete ownership of all facets of the client's recruiting function.
- We achieved talent goals every quarter, delivering exceptional talent across technologies, domains, and skill sets.

Innovative Recruitment Process Outsourcing (RPO) Solution Delivered



Met ambitious ramp-up goals every quarter: 3000 professionals across 14 locations with over 300 skill combinations



Optimized cost of hiring



Accelerated time-to-hire



Top-notch Talent across skill sets and technologies delivered



Overall enhancement of the talent acquisition function



The team's swift adaptation to our high-growth environment, coupled with their consistent track record of surpassing our hiring targets, is a testament to Diamondpick's expertise as our trusted RPO partner. Their seamless integration has proven invaluable to our recruitment strategy, ensuring ongoing success together.



Diamondpick is a new-age talent solutions company with a vision to be an innovative and complete talent solutions partner for enterprises in the digital technology and operations industry. An organization that takes on the challenge of solving complex talent challenges, Diamondpick strives to be an enabler of business success for all clients by leveraging data, technology, and the organization's expertise in the technology market. Headquartered in Chennai, we have a presence across the globe. For more information, please visit www.diamondpick.com or follow us on social media.



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