

Case Study:

Empowering talent success: overcoming global hiring challenges



Client:

A global infrastructure leader in the IT sector specializing in software development.

1. Challenge

The client faced several critical challenges in expanding their teams with .NET developers:

Talent deficit:

A significant shortage of skilled .NET developers and team leads in a highly competitive market hindered recruitment efforts.

Time-sensitive staffing:

Urgent project timelines necessitated a swift hiring process to ensure timely onboarding and project success.

Tough staffing needs:

The unique requirements for highly specialized roles made it difficult to find suitable candidates.



2. Solution

To address these challenges, we implemented a multifaceted recruitment strategy tailored to the client's needs:

Customized recruitment process:

A comprehensive relocation program was established, facilitating the hiring of candidates from across Ukraine, including the creation of a relocation bonus and support for real estate issues.

Relocation program:

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Technical training for recruiters:

Recruiters received training on the technical aspects of .NET development to improve their ability to shortlist candidates based on relevant skills.

C-level involvement:

Direct engagement of C-level executives in the recruitment process helped promote the client's positions to top candidates and optimize budget allocation for placements.

In-house recruitment and client collaboration:

Close collaboration between in-house recruiters and the client resulted in the successful hiring of senior and lead developers within the required deadlines.

Marketing and referral programs:

We launched paid marketing campaigns for brand awareness, created an attractive referral program, and collaborated with third-party agencies and freelance recruiters to accelerate hiring.

3. Result

The implementation of our recruitment strategy led to significant achievements:



Career progression:

One hired individual advanced to become a Principal Architect, while three specialists became Team Leads, and five developers transitioned into Technical Leads and Principal Engineers.



Enhanced team capabilities:

The rapid staffing of skilled developers enabled the client to meet project deadlines and enhance overall team performance, directly contributing to the achievement of business goals.



Successful hiring:

11 senior .NET developers and 4 .NET team leads were hired within a 2-month timeframe.

This case study illustrates how **ZONE3000's strategic approach to recruitment successfully addressed** the global hiring challenges faced by a leading infrastructure company, enabling them to build a skilled team of .NET developers and achieve substantial growth.

