



Case study: - Hiring of 40 highly qualified managers
Client: - Fortune 500 company in the Oil and Gas sector

The client - a global group of energy and petrochemical companies needed 40 highly qualified finance managers.

The Need and The Challenge - These managers had to be from the finance domain with specialized knowledge in Financial Planning and Analysis. The Managers had to be on board within 2 months. This requirement was for the client's shared services facility.

The Proposal and The Process - Our team at Golden Opportunities first studied the market and the client's need. We also understood that we need to complete the release of Offers within 4 weeks giving the candidate about 4 weeks of time for joining, relocating and notice to its current company.

To have 40 joiners we had to release more than 40 offers and that meant we should meet a large number of highly qualified people and complete the sourcing within 2 weeks so that the client can interview, negotiate the salary and release the offer in next 2 weeks.

We also realized that to find 40 managers in the stipulated time frame using our internal and external databases alone would not suffice.

So we worked out a strategy in coherence with the client. We decided to have a multi prong approach: We decided that we would:

1. Research the internal databases
2. Search the external databases
3. Do complete referencing and
4. Have a multi city walk in at locations across India over two days.

A date was fixed for the interviews in 4 cities.



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We had multi prong approach – We started screening and short listing candidates from our internal sources and started lining up these people at the venue in 4 cities with an interview schedule.

We also released the Advertisement in 15 editions of leading newspapers across the country. We organized Business centers, Interview Rooms, Processes, Hotels and travel etc.

We managed walk-ins in 4 Cities over two days. We segregated our teams region wise to coordinate with the clients teams at each location. Teams reached each location a day before to check all the arrangements and coordinated with the hotels.

We advised the client on Process design of the walk in. At the venue our teams handled entire coordination process including the registration, initial screening form HR perspective and in Technical areas.

The short listed candidates were presented to the client who conducted the final interviews and made the offers. The whole event was documented. Data was collated across locations and forwarded to the client for analysis within 24 hours of the drive.

We were there to coordinate the offer releases for the selected candidates and followed up with the candidates till the date of joining. The drive was highly successful and the client met with all the needs.

By using this multi approach and combining two different strategies at the same time we were highly successful. We successfully partnered with the client in identifying and getting the candidates on board and exceeding the client's expectations.