

Recruiting an ERP Team

Client

A US manufacturer and marketer of skin care, cosmetics, perfume and hair care products with 7.32 Billion in revenue.

Technologies Used

Enterprise Resource Planning Systems (ERP)

Benefits

- » Tough constraints of client met in this staffing assignment – generating interest in a position with no relocation assistance.
- » Filling positions that were tough to fill because of the slowness of the process and keeping candidates warm in such a situation.
- » Customer was delighted with the results – contractors served out the full term of 8 months.

Project Description

Full-Time and Contract Personnel for their Enterprise Resource Planning (ERP) implementation.

Business Challenges

- » Client wanted only US Citizens for some of the contract positions.
- » Candidates needed to relocate to the client's location at their own expense. No relocation assistance or reimbursement of expenses was provided.
- » Client could not schedule interviews quickly; holding on to candidates was tough after the interviews were over since they were looking at other offers also.

Solutions

- » V-Soft managed to find enough candidates that satisfied all the above constraints imposed by the client.
- » V-Soft built trust with the candidates by keeping them informed of the slow process from the client side and built enough trust that way.
- » Convinced candidates to wait for final feedback and offers from the client.
- » Successfully placed personnel who served out their contract terms.