



## OUR CLIENT'S SUCCESS STORY: FINDING THE **RIGHT** **TALENT** IN GERMANY'S CHALLENGING MARKET

We specialize in transforming recruitment challenges into success stories. Our expertise in mid to senior-level global recruitment ensures that our clients have access to top talent worldwide. Discover how we see opportunities in challenges and help you build a stronger team to drive your company's growth.



### CLIENT'S CHALLENGES

A leading global tiles manufacturing company in Germany faced significant challenges in hiring top-tier local talent for their ambitious expansion. The competitive market, unresponsive candidates, and niche industry requirements made it difficult to find the right talent. Additionally, low inflation and rising salary expectations added to the complexity of offering competitive compensation.

### OUR SOLUTION

- ⌚ We enhanced our approach by **utilizing diverse sourcing platforms** and engaging LinkedIn's solutions to effectively connect with German candidates who were initially unresponsive.
- ⌚ We conducted **market research** to identify talent pools, analyze the German job market, and pinpoint high-potential areas for acquisition.
- ⌚ We used **AI-driven screening** to streamline the hiring process, reducing time and improving candidate quality.
- ⌚ We maintained consistent follow-ups with candidates and the client to sustain engagement, demonstrating our dedication with our senior recruiter team.

### RESULT *What We Did?*

- ⌚ Placed more than **5 candidates** in **HR, IT and Sales** successfully only in 2 months!

**“Work smarter,  
not harder”**

### AT A GLANCE CHALLENGES

- Urgency to Fill Critical Managerial Positions
- Lack of Internal Recruitment Resources
- Unresponsive candidates in a competitive market
- Industry-specific knowledge

### BENEFITS

- Dedicated recruitment team
- Utilizing different sourcing techniques to increase the response rate with no extra costs
- Improved quality of hires

### ADVANTAGES

#### Improved Quality of Hires & Cost Savings

Our approach enhanced efficiency and cost savings by **utilizing a range of systems, channels, and sourcing methods**, with the related costs already covered by us. By carefully targeting candidates who fit the budget and the role, we **minimized recruitment expenses while ensuring high-quality hires**. This strategy resulted in significant cost savings and a streamlined hiring process for our client.

#### Tailored Recruitment Solutions

We delivered tailored recruitment solutions by conducting a **comprehensive talent mapping project** to identify and assess the availability of professionals within the industry. This detailed analysis allowed us to **strategically focus our efforts**, ensuring we targeted high-potential talent pools effectively. By leveraging this insight, we optimized our recruitment strategy, directing our resources and energy where they would have the greatest impact.

**CONTACT US TO GET MORE INFORMATION**



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