

# ROD case study: demand for IT professionals requires fast recruiting and sourcing support.

industry: professional services and IT consulting



## challenges & goals

An increase in technology platforms sold between 2019 and 2020 created greater demand for client-facing talent for this global professional services and IT consulting leader. As a result, the talent acquisition team needed to source, screen and hire high quality, niche talent in France, Germany, Portugal, Spain, the Nordics, the Netherlands and other locations across Europe.



## solution

A resource on demand (ROD) recruitment process outsourcing model helped the organization scale up talent acquisition resources quickly to meet the increased hiring demand. Expert sourcers and recruiters — based both onsite in Germany and Portugal, and offsite in Randstad's specialized recruitment center in Budapest — work seamlessly within the employer's current processes and systems to find, engage, screen and submit the talent needed without elongated business disruption.



## key results

- A high-touch program enhances branding, builds a network of IT professionals to source from, and increases hiring manager satisfaction through speed and talent quality.
- Just-in-time sourcing, screening and recruitment support helps meet surges in demand for new customer engagements.
- Instant sourcing, talent marketing, candidate management and talent community expertise deliver a competitive recruitment advantage and a positive candidate experience.

[> read the full case study](#)

