



### 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.

## A global IT consulting services leader gets instant access to sourcing, recruiting and onboarding support with a recruiter on demand model

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### the goals & challenges

- Through the ROD model, the organization experiences a high-touch program that enhances branding, builds a network of IT professionals to source from, and increases hiring manager satisfaction through the speed and quality of talent.
- With just-in-time sourcing, screening and additional recruitment support, the organization is meeting a surge in demand for its new customer engagements.
- The employer benefits from instant sourcing, talent marketing, candidate management and talent community expertise. This gives the employer a competitive recruitment advantage and talent a positive candidate experience.

Are you facing a spike in hiring demand? How much more could you achieve with recruitment support?

[learn more about ROD](#)