



Recruitment Services

Being best-in-class offering HR Solutions to our Customers

Overview

Hiring a new employee can be a troublesome task, it requires a lot of time and effort. With growing specialization and availability of technology, the recruitment process has undergone a sea change, which now relies heavily on technology and Artificial Intelligence to hire the best candidate for a job. The organizations are willing to adopt new technology but are held back by escalating costs. Hence, they rely on outsourcing recruitment services to not only save on cost but also use specialized services which these agencies provide.

The structure of the recruiting would be the same in the outsourcing process and it gets more productive. The recruiters are experts at finding and hiring new talents. This is possible because of the extensive research done, thus relieving the pressure from the companies, so that they can focus on their core jobs.

The Client

Our US client specializes in Information Technology Solution Services with a vision to provide a Software Development and Web Application worldwide. It offers a variety of technical and additional services such as expert advice, troubleshooting issues and preventive issues. Initially it had 4 locations with 400 employees across the States growing with multiple acquisitions. Continued growth journey led to open new set ups in 4 more locations with significant number of staff with in span of two years (2019-2021).

This development has brought the client to a decision of partnering with Allegiant Global for HR Services.

Allegiant Global is committed to offer services like:

1. Quality of Delivery.
2. Expertise of professionals.
3. Significant Cost Saving.
4. Streamlined process helping to save time.



The Challenge

The client required professionally qualified and experienced recruitment team to fulfil the requirement of IT resources in new locations.

However, there were following challenges in order to meet the requirement:

- Absence of SOPs for conducting interviews.
- Inefficient hiring process lasting for 3-4 weeks' resulting into lesser conversion chances of new joiners. Also bulk hiring drives were not timely managed.
- Proper follow up system with candidates was not in place.
- Limitation of sourcing right pool of candidates.

The Benefit

- Our team has successfully recruited candidates fitting into the requirements of the client.
- We maintained a very well-structured workflow as the recruiting process progressed. Our personable, patient communication style helped keep their stakeholders on track.
- We have established an outstanding employee and employer relationship Organizational goals and of the employee.
- Now the client has total 8 locations with approx. 1000 employees with cost reduced to around 20%.

The Solution

It is always of utmost importance for Allegiant Global to understand the goals and key requirements of the client. Allegiant Global is also characterized by a high-quality interview with candidates.

Therefore,

- Well defined Job descriptions and questioners were designed for respective job requirements in order to save the time of client as well as candidates.
- Post screening of resumes, candidates were being virtually assessed by our team to get their soft skills checked.
- Our professionally experienced HR team streamlined the recruitment workflow and shortened the TAT of hiring process. Each team member was responsible for respective pool of candidates to track all relevant data and follow ups.
- Profiles of candidates were assessed to ensure relevant documents in place prior sending them to client.
- We have also been instrumental providing Job Offers to the candidates, handling their queries and facilitating feedbacks (if needed).

CONTACT US FOR FREE CONSULTATION

VISIT OUR WEBSITE

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Get your **FREE** Consultation today

GET FREE CONSULTATION

ABOUT ALLEGIANT

Allegiant Global is a leading outsourcing, technology, and automation services provider that aims to deliver innovative, seamless, and simplified IT solutions to clients and provide a competitive advantage to them by delivering superior customer value and strong ROI.

We are a team of disciplined operation management professionals with a customer-centric service culture, where outsourcing solutions transcend business boundaries, and our customer's needs and interests are treated above our own.

We believe that great customer engagement experiences are the building blocks of business success. We enable businesses to focus on what they do best while we apply our multilingual outsourcing expertise to help them retain and grow their customer base.