



CASE STUDY

Project Recruitment

BACKGROUND

Our Client, a multinational company, a global leader in the renewable space, was looking to expand their operations by setting up a Factory and an Engineering Centre in South India. We embarked on a strategic talent acquisition project to source the workforce and meet the evolving demands of the business. The project aimed to recruit skilled professionals across functions, ensuring alignment with the company's growth objectives and commitment to diversity and inclusion.

Overview:

The primary goal of the project **was to** attract, hire, and onboard employees for the Factory and for the Engineering Centre.



SCOPE & OUR APPROACH

Need Assessment:

- Conducted an in-depth analysis of workforce requirements in each function.
- Collaborated with department heads and HR teams to identify specific skill sets needed.

Process:

- A list of the people involved in the hiring process was prepared with the responsibilities.
- The scheduled chain of activities with responsibilities was determined and assigned.
- An excel sheet was used to track the progress of each function. This document provided key information for the status and served as the master document for the process.

Sourcing:

- Defined recruitment strategies for key functions.



SCOPE & OUR APPROACH

»» Our Way Forward

Screening Process:

- Implemented a rigorous screening process to ensure the selection of high-caliber professionals.

Offer Negotiation and Onboarding:

- Collaborated with HR and legal teams to create competitive and compliant offer packages.
- Implemented a streamlined onboarding process to facilitate a smooth transition for new hires.



Positions Filled included:

Technology Centre Requirement

- **Leadership Team**
- Manager & team
 - FEA / CFD / Reliability
 - Aero Group
 - Material Planning /
 - R & D Lab
 - Citrix / Web / MacAfee/ SCCM
 - CAPA, Certification / Process Engr
 - Hypermesh, Abaqus, Ansys,etc)/SAP, GUI Development, SQL,
 - Webmaster
 - Market Analyst/ Technical Writer / Content Writer
 - Language Specialists – German / Spanish

Plant Requirement

- **Leadership Team**
- Production / Manager / Sr. Engineers
- Quality - Head / Sr. Engineers / Engineers
- Maintenance - Head / Sr. Engineers
- EHS - Manager / Sr. Engineers
- Operation Excellence Manager
- Production Engineering – Manager
- Stores Manager / Sr. Exec / Exec
- Sourcing / Purchase – Manager / Sr. Engineers
- HR / IR Executives / Payroll Executives



This project is a testament to effective collaboration, strategic planning, and commitment to excellence.



Get in Touch



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