

CASE STUDY

Sourcing IT Leaders in India

The Situation

An international IT services company needed to digitize its strategies, so it developed an online platform that connected IT services providers with consumers. Once the platform was built, though, the company needed an experienced IT professional to lead its rollout.

Client needed to find a **Platformation Head**—Superior found the perfect incumbent

Digitalizing organizations is a complex process



The Client

With headquarters in Bangalore and a workforce in excess of 3,000 people worldwide, our client is a global IT services firm delivering business intelligence and analytics, application development and management, testing platforms and solutions, and more. They are a trusted partner to companies in the retail, distribution, travel, and software industries across Asia, Europe, the Middle East, and the United States.



Our History

Acara partnered with this client in December 2017. Since then, Acara has helped them close two executive-level positions and three mid-level positions. When the client needed to fill the very important position of Platformation Head—a position that required 20+ years of IT/consulting experience—Acara found the perfect incumbent. This person would spearhead the client's suite of digital platforms with end-to-end platform solutions.



The Challenge

In this era of digital disruption, digitalizing organizations is a complex process. The ever-increasing pressure to adopt digital strategies means businesses need to answer three critical questions:

What does digital transformation involve?

What are the merits and pitfalls of digitalization?

How can we implement digitalization in our organization?

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Amid the disruption, our client came up with an innovative concept of "Platformation": the platform-based interaction between external producers and consumers in the digital ecosystem. Platformation would allow for open standards, data-driven intelligence, scalability, and a partner-based ecosystem. But, to ensure the service was tested and ready for rollout, they needed a highly qualified individual to lead the implementation effort—a savvy leader who would sit just one rung below the CEO. That's where Acara came in.

The Solution

Superior worked closely with the client to understand its needs and identify candidates. To find the best person for the job, we launched a comprehensive sourcing and recruitment effort:

- We looked inward at our existing candidate base.
- We leveraged our more outward-facing channels, such as social media and niche job boards.
- We tapped into the networks of relevant IT industry professionals who could point us in the right direction.

The Result

Despite the unique skills and experience required for the role, Acara was able to find a perfect match—and quickly. Leveraging the expertise of our dedicated sourcing and recruiting teams, we secured an ideal candidate within 60 days.

Based on this success, our client engaged Superior to assist in filling another senior-level, customer-facing, technical position—this one at the company's Bangalore location. Once again, we filled the role swiftly and efficiently. Since then, we've continued to work with the company to develop their team of subject matter experts. We're proud to serve as a trusted advisor for the organization's complex hiring needs.

About Acara Solutions India

Acara Solutions India is an award-winning staffing and recruiting firm offering a full range of customized talent solutions, including contingent staffing, direct placement, payrolling, contract-to-direct, executive search, and recruitment process outsourcing. With offices in Chennai and Bangalore, Acara serves as a trusted staffing partner to companies across all industries. Acara Solutions India is part of Aleron, a group of companies that has been delivering workforce and business solutions for more than 60 years. For more information, please visit acarasolutions.in and follow us on Twitter, Facebook, and LinkedIn.

Acara operates offices across most major U.S. cities and states, as well as international locations in Argentina, Belgium, Canada, China, England, India, Mexico, Poland, Slovakia, and South Africa.



Launched a comprehensive sourcing and recruitment effort



Secured an ideal candidate within **60 days**

Acara Solutions India, An Aleron Company

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