

**CASE STUDY**

# Collaborative Partnership Helps Client Find First-Rate Talent

## The Client

A company that specializes in open-source defense intelligence, The Client partners with global government agencies and leading military manufacturers from around the world. The organization has a headcount of over 120 employees in Bangalore and more than 400 workers in Asia, Australia, Europe, and the United States.

## The Situation

Looking to transition out of IHS Markit by the end of 2020, The Client wanted to significantly expand its business through an aggressive growth plan. However, due to its lack of HR resources, the organization faced significant hiring challenges and needed to align with an outside recruitment firm to help discover talent. After making an introduction to The Client's Head of Talent based in the United Kingdom, we formed a collaborative partnership—one that would assist The Client in discovering first-rate candidates.

## The Challenge

With offices set up across the world, The Client faced recruiting needs in several different countries. In an initial project phase, Acara was tasked with payrolling 15 Research Analysts and two Validation Analysts. This was followed by a second hiring phase, where our recruiting team hired a number of Publishing, Content Management, and Technology positions to support the organization's continued growth and expansion.

Candidates needed to be sourced, interviewed, and hired within an expedited timeframe, which put our efficacy to the test.

### Project overview



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## The Solution

Understanding the magnitude and high priority of The Client's recruiting assignment, the Acara team went to work on the candidate mapping and pipelining process. By stepping into our client's shoes and getting an understanding of their needs, we were able to discover the right candidates for the right roles—regardless of industry or job type. Our ability to set clear expectations and keep The Client apprised of our progress throughout the search engagements was critical to our success.

## The Result

At the conclusion of both project phases, Acara had successfully payrolled all 17 Analysts that were requested by The Client while filling eight full-time roles to support the organization's growth trajectory. Overall, our team closed 90% of the open requisitions requested by The Client—including four full-time candidates that were hired within a quick turnaround time of 45 days. Our team's ability to expedite the recruiting process was crucial for The Client before they moved out of IHS Markit, and we delivered on our promise to execute on each search within the predetermined timeframe.

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### Program results

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