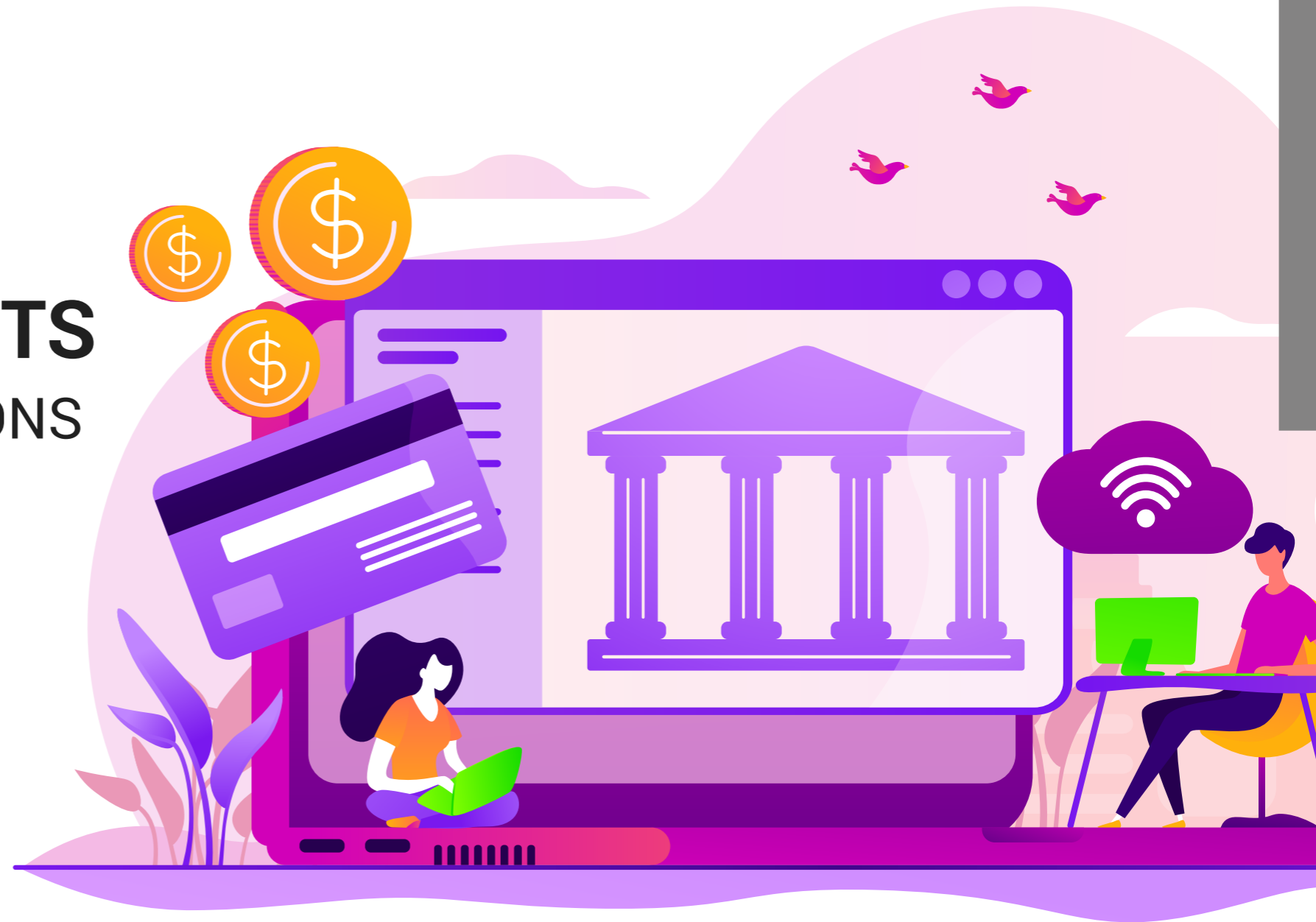




NICHE FINTECH EXPERTS RECRUITED IN REMOTE LOCATIONS OF CANADA AT RECORD SPEED



About Client

The client is a leading investment banking, securities and financial management firm of Canada, that renders a plethora of financial services to a substantial and varied client base.

Business Challenges

- 1 The client wanted to recruit cloud security and dev-ops professionals in the two highly remote locations of Canada, where the other 15 suppliers did not have a local footprint.
- 2 High time-to-hire, since it was tough to find such rarely-talented individuals who understand both Finance and IT.
- 3 Demanded experienced candidates that could hit the ground running, as well as can be retained in a highly competitive industry.



Solutions Delivered

Compunnel was onboarded by the client to build a well-functioning **contingent workforce**, which was vacant for nearly two months. We developed a detailed **project roadmap** involving a **three-channel sourcing** approach:



Formed two **QRTs(quick response teams)** or rather **location-specific teams**, consisting of specialized recruiters in Compunnel's **Alberta and Quebec** offices.



Shared the client's requirement with only **15% of independent recruiters** at **JobHuk** (in-house product holding a recruitment marketplace), who had a verified experience of **sourcing niche fintech resources**. Our customized **machine-learning algorithm filtered 90% of irrelevant profiles**, followed by **manual vetting** and **submission**.



iEndorseU, which is our proprietary peer-to-peer referral platform, helped in **submitting passive candidates**. We extracted referrals from a **pool of 680 IT professionals** who had a **banking experience**.

Highlights



Project roadmap spelled out deliverables clearly, thus allowing **improved efficiency** over the interview to hire process



Reduced time-to-fill from **50 to 30 days**



Significant **increase in submission rate** and notable **improvement in submission quality**

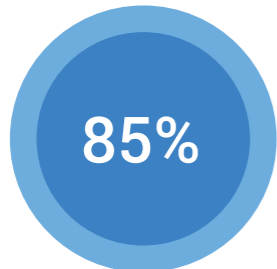


Geo Served

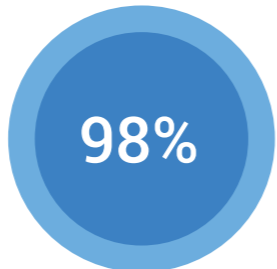
Canada -

- Alberta
- Quebec

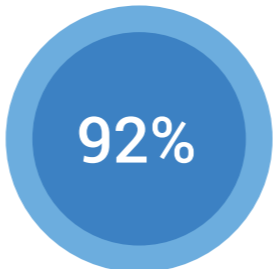
Benefits Delivered



With 85% unique submission rate, our submit-to-shortlist resulted in 96%



Showed a compliance rate of 98%



A fill rate of 92%, with a 30% reduction in time-to-fill for niche roles



100% retention over 12 months



Testimonial



Our urgent need to adapt to cloud technology in Alberta and Quebec was increasingly becoming an issue. Unlike other suppliers, Compunnel provided viable options in the required geographic area, and it's systematic and technological approach with niche talent sourcing, delivered wondrous outcomes.

— Client

About Compunnel

Compunnel is the global provider of high-touch and high-tech pioneering staffing services that include - Contingent Workforce, Direct Placement, Statement of Work, Payroll, and Recruitment Process Outsourcing.

We partner with various industries to provide end-to-end customized solutions with a simple vision –


"Delivering Staffing Excellence with Total Talent Value."

Our staffing team holds a deep knowledge of various industries that can help you in creating a pipeline for expert talent, even in the most complex conditions.



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