

AGREEYA®

AGREEYA AIDED
AN ENGINEERING CONSULTING LEADER
BUILD A STRONG TEAM
TO MEET
BUSINESS INNOVATION GOALS



www.agreeya.com

About customer

Our customer is a leading engineering consulting firm. They provide operations & technology support, process design, and project and construction management to their clients in three principal sectors; mining and metals, energy, and infrastructure.

Customer's challenge

The customer was looking for an experienced talent management partner to fill vacant positions with a quick turn-around time and the best match from the market. They wanted to join hands with a talent management partner to match their talent requirement accurately within the given budget and deadline and someone who can provide expert resources with required domain experience.

How was our approach unique?

We are immensely proud of our more than 2 decades of experience in the domain of talent management. The customer had exclusive requisitions request they trusted us for. Our teams worked hands in gloves with the customer's team.

Regular recruitment drives

We conducted regular hiring drives for the customer to recruit the right resources for the open positions easily from mass applications. We formulated a team of 4-5 recruiters and a team leader to successfully execute the drive.

Detailed briefing call

Pursuant to working on any requisition, we had multiple calls with the customer's hiring team to understand the JD of the open position better. Only then our team would start to source the profiles from various channels such as bench resources, job portals, job postings & head hunting.

The customer provided us with real-time feedback, thus reducing the lag time. As a result, we were able to close all there requisitions quickly. Besides, the candidates our expert staffing team selected had strong experience in the domain.

Only high scoring candidates scheduled for interview

We interviewed only the highest scoring, responsible and responsive candidate. This was observed by optional reference checks including passing the cost negotiation phase and satisfying all the requirements for that RFO.

Ensured easy availability of interview panel

We requested the availability of the customer's interview panel either virtually or physically to smoothly conduct multiple rounds of interviews under one roof. In addition to this, we released LOI to shortlisted candidates on the same day.

Addressed the compensation concern

Our expert teams functioned as a perfect mediator for situations where compensation was a concern. For fitting candidates with higher salary demand, we convinced the customer to be flexible to ensure we do not lose out on suitable candidate. On the other hand, in many cases we also convinced the candidates to lower their salary expectations in favor of an excellent job opportunity with growth prospects. Since COVID-19, salaries, especially for selected technologies had escalated a lot and candidates were demanding even upto 100% hike. To help our customer make a learned decision, we shared data on around salary expectations to help them understand current market dynamics.

On-hold positions

In case a position on put on hold, we pitch such candidates with other POCs wherever there was a suitable of project for them. This helped reduce the effort of the hiring manager as they can internally take the feedback from the manager who initially screened/interviewed them.

Managed last-minute candidate back-out challenge effectively

Our recruitment teams were very smart to manage the biggest fear “The last-minute candidate back-out. It is not a very uncommon scenario where candidates do not join on the date of joining. However, our recruitment team managed to get candidates onboard on the same day with their regular follow-ups and communication.

Our team develop a clear picture of customer’s brand amongst candidates and kept them updated of the company affairs. In addition, we shared the benefits of the job opportunity and the growth and exposure they are going to get from the position. Using this approach, we were able to reduce back-out issue to negligible.

Benefits delivered

With our network of highly qualified professionals, the client received high-quality service on a tight timeline leading to almost 50% faster service delivery.

Quality - Strong understanding of customer’s business made AgreeYa a preferred partner; meeting their staff augmentation and professional services needs with a commitment to quality.

Speed and Transparency - To bring in transparency and speed in the hiring process we tracked the submissions and selections ratio through Application Tracking System (ATS) and shared the scorecard with customer on regular basis.

Efficient interview process - Prior to presenting the candidate before customer’s interview panel, our internal SMEs assessed the candidates and trained them on their shortcomings. There by improving their chances of selection and saving the time of the customer’s interview panel.

Time and Cost saving - with efficient hiring and interview processes we ensured maximization of budget and at the same time maintained our SLA of 24 hours for profile sharing.



Client testimonial

“Team AgreeYa is expert at what they do. Not only did they hire the best talent for us, but they also managed to hold on to the candidates, when the hiring got delayed. We are happy to quote that Team AgreeYa surpassed our expectations, and it was because of them that the project was successful”

Project Manager

Engineering Consulting Firm

About AgreeYa

AgreeYa Solutions is a leading global provider of software, solutions, and services to global Fortune 100, medium, and small organizations across various industries. Founded in 1999 and headquartered in Folsom, Calif., AgreeYa has over 2,200 professionals helping clients across US, India, EMEA and Mexico, in their digital journey. Leveraging our technology enabled, consultative approach, and diverse talent, AgreeYa offers modern workplace, smart analytics, intelligent automation, AI/ML, cloud transformation, mobility, and talent management solutions to deliver value of digital transformation for our clients. AgreeYa has received considerable recognition including certification like Microsoft Legacy Gold Partner and Cloud Solutions Provider; AICPA SOC 2 Type 2, SEI CMMI, and ISO 9001:2015; and awards including Dream Company to Work for, and Best Employer Brand. Discover more at www.agreeya.com



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