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We are positively surprised by the level of the candidates presented to us, as well as the fact that is has been possible to attract candidates from all over Asia.

Thomas Krogsæter | Director of the IT secretariat | Topdanmark

Macedonia   Malaysia   Portugal   Denmark

THE CLIENT

Topdanmark is the second largest insurance company in Denmark. The company has built a large customer base, including more than one million private customers, and every sixth company in Denmark.

Background

The collaboration with INSCALE was initiated in 2016. The reason was a wish from Topdanmark to strengthen its IT skills, for maintenance of a large mainframe legacy systems, and to ensure new development within digitization to customers. INSCALE has supervised Topdanmark by the usage of a start-up plan, which is based on ten years of experience with pre recruitment, evaluation and on-boarding of candidates. Topdanmark focuses on long lasting relations to all employees, that deliver development services to them. The employees are employed in INSCALE, but should also have the feeling of being a part of Topdanmark.

As a request from Topdanmark, INSCALE has utilized its large pool of candidates, and found relevant resources from across Asia, that can perform the highly specialized work from the office in Kuala Lumpur, Malaysia. Kuala Lumpur has a stable and modern infrastructure, in which INSCALE is positioned with attractive office facilities in the financial centre of the city.

It has been extremely important for Topdanmark that both soft and hard skills of the candidates fit into the existing organization in Denmark. The recruitment model was efficient, and received credit from Topdanmark.

Topdanmark
Forsikring·Pension

Thomas Krogsæter says:

"We experienced, that our needs were listened to intensively, for which reason it has been possible for INSCALE to hit the mark with the recruitment process, and with the candidates we chose to employ."

"It was important for us to build long term relations with the INSCALE developers, who are permanently employed with us - instead of short-term consulting relations. Some of the world's IT hotspots have a too high employee turnover - we chose to do without them."

"We searched for a location where the infrastructure works, both in regards to the physical environment; internet connection, power, telephones and access to connecting flights. Additionally, we wanted it to function socially, with low cultural barriers, political stability and an understanding of our type of business. We have achieved that with INSCALE in Kuala Lumpur."