



NPD GLOBAL INC  
IMPLEMENTED ONSITE  
DEDICATED RECRUITING  
PROGRAM FOR AN 800 MILLION  
DOLLAR IMPLEMENTATION  
PARTNER, WHO IS A LEADER IN  
IT SERVICES AREA.

## Background

Client suddenly had several full time and contract opportunities that they needed to fill quickly for several internal needs and few external projects. Client needed a quick turn around and zero tolerance for failure because of the urgency of the needs and the project deadlines. We offered to send one of our recruiting leads to sit onsite in their corporate office. The idea was that our recruiting lead could interact with the managers and HR staff seamlessly and provide feedback to the recruiters and management at NPD Global. The quick feedback process resulted in developing a robust recruiting engine.

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## Assignment and Numbers

Estimating the size of the work and the urgency involved we offered a dedicated team of recruiters, which worked exclusively on this client's needs and nothing else. We were given a total of 120 requirements in a period of 9 months and we submitted 420 resumes, out of which 156 (37.14% Submission to interview ratio) candidates were interviewed and we made a total of 50 placements - 36 full time and 18 contract. We achieved a 12.85% Submission to placement ratio. Interview to placement ratio came out to be, 34.61%. All of these numbers are far better than the national averages for staffing companies.

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## Skills serviced

Java Developers/Architects, .net Developers, Informatica ETL Developers, Ab Initio Developers/Leads, MSDI Developers, Oracle DBA, MySQL DBA, Terradata Developers/DBAs, UI/UX Developers, IBM BPM Architects, Flash Developers, Qlikview Admin and Business Analysts.

## Verticals Serviced

Insurance, Financial Services and Media

## Results

- Onsite Lead supported by a dedicated recruiting team
- Total requirements assigned: 120
- Resumes submitted: 420
- Interviews: 156
- Full time placements: 36
- Contract placements: 18

## Lessons Learnt

This model will not succeed unless the client is willing to assign at least 20 exclusive requirements to our team. The dedication and onsite representative cost a lot of money to NPD Global but at the same time they bring enormous amount of control on the whole recruiting process. This is a win-win for both the client and NPD Global.



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