

A MIXED-MODEL APPROACH TO SOURCE HIRES FOR A VOLUME CAMPAIGN

After a period of outsourcing, Achilles took the strategic decision to bring software development back in house. This created the need to hire an entire team, including Development Manager, Team Leader, Solutions Architect, Information Security Officer as well as over 30 Software Developers with C#, SQL and MVC skills.

THE SOLUTION

Sanderson's initial focus was to provide a team of experienced contractors to launch the projects, whilst the right permanent resource was identified. Once the emphasis of the campaign moved to permanent hires, Sanderson varied its approach to meet the individual requirements.

Traditional recruitment processes were used to fill Achilles' more senior roles but due to the sheer volume of Software Developers required, Sanderson designed a model of continuous talent pooling. Multiple-sourcing channels were utilised to identify candidates and we worked closely with hiring managers to provide rapid turnaround of applications, ensuring that the best developers were secured as soon as possible.

THE RESULTS



SUCCESSFUL

Sanderson have successfully delivered a Development Manager, Team Leader, Solutions Architect and Information Security Officer.



DELIVERED

Sanderson's Vertical Market Delivery team have sourced a team of over 30 Technical Architects, Technical Authors and Business Analysts.



TALENT POOL

10 permanent Software Developers have been sourced through Sanderson's continuous talent pooling model.



STRATEGIC PARTNER

Sanderson are now regarded as a strategic partner by Achilles.