



Talentology's community-centric approach swiftly & cost-effectively filled an urgent staffing need, outperforming traditional recruitment methods.

CASE STUDY



Client Background

The client, a publicly listed FMCG (Fast-Moving Consumer Goods) organisation, found itself facing an urgent staffing challenge. They required a part-time Master Scheduler to join a complex Identity Access Management Program due to a sudden increase in workload. The client needed flexibility from the resource, with an expectation of contributing 3-4 days per week, occasionally extending to 5 days.

The Traditional Recruitment Dilemma

The client's usual approach was to source talent through traditional means, either contingent recruitment agencies or large IT consulting firms. However, this process was plagued with challenges:

- **Time-Consuming Process:** Traditional recruitment agencies and large IT consulting firms typically took 1-2 weeks to identify and engage a suitable candidate.
- **Limited Candidate Knowledge:** Traditional agencies often recommended candidates they didn't know well or at all, resulting in a lack of trust in candidate quality.
- **Engagement Timeline Delays:** Large IT consulting firms had to engage their contingent recruitment agencies to source talent, further extending the time it took to secure a resource.

The Talentology Solution

Three months earlier, Talentology had collaborated with its IT SME (Subject Matter Expert) Squad, Caliber DM, to win a project delivering testing services for the same FMCG client's Identity Access Management project. Despite not being known for PMO (Project Management Office) services, Talentology and CaliberDM were approached to source and engage a Master Scheduler.



Here's how Talentology streamlined the process:

- **Leveraging IT SME Community:** Talentology used its IT SME community and professional networks to spread the word about the requirement for a Master Scheduler.
- **Rapid Candidate Identification:** Within 15 minutes, Nathan Richau from Natcams Consulting, a project delivery specialist, recommended Fred Alameddin, an experienced Master Scheduler, whom he knew well and had worked closely with at Telstra.
- **Candidate Familiarity:** Trevor Churchley from Talentology had previously hired Fred at Telstra as a Master Scheduler, ensuring that the candidate's suitability and availability were thoroughly assessed.
- **Efficient Communication:** Talentology and CaliberDM quickly arranged an interview between Fred and the Program Manager via video call.
- **Supportive Process:** Trevor and Peter provided Fred with background information on the program, a comprehensive brief on the opportunity, and interview tips.
- **Smooth Interview Process:** Trevor and Peter attended the initial minutes of the interview to introduce both parties and create a comfortable atmosphere.
- **Rapid Engagement:** After a 30-minute interview, the Program Manager decided to engage Fred as a Master Scheduler.
- **Efficient Documentation:** Talentology assisted in swiftly raising and approving the required documentation for engagement.

- **Premium Post-Engagement Support:** Talentology and CaliberDM provided premium post-engagement support, including onboarding, induction, on-site care, and professional assistance.

Benefits of Talentology's Approach

- **Time Saved:** Talentology reduced the entire engagement process from the initial request to the client's decision to just 4 hours, ensuring that critical positions were filled promptly.
- **Cost Savings:** By providing a trusted candidate from the community, Talentology eliminated the need for the client to review multiple profiles, saving both time and resources.
- **Quality Assurance:** Talentology's community-centric approach ensured the supply of a trusted and experienced candidate, enhancing the likelihood of project success.
- **Reduced Waste:** Talentology's approach eliminated surplus candidate options and candidate ghosting, streamlining the hiring process.
- **Premium Post-Engagement Support:** Both the client and the hired candidate benefited from top-notch post-engagement support, ensuring a smooth transition and successful project execution.
- **Community Collaboration:** Talentology's collaborative community approach led to successful engagements and fostered relationships among its members, potentially resulting in more opportunities in the future.

By choosing Talentology's community-centric resourcing approach, the client not only saved time and resources but also secured a trusted and experienced candidate who contributed to the success of their critical Identity Access Management Program. This case study highlights how Talentology's unique methodology can provide significant advantages over traditional recruitment agencies and large IT services companies.



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