



## BUILDING OUT DATA CENTRE TEAMS IN DUBLIN

In just two weeks, we swiftly provided high-quality hires, addressing the urgent requirements of our Hiring Managers and alleviating their staffing challenges.

### AT A GLANCE

#### CHALLENGES

- Managing volume of interviews across roles at the same time
- From offer stage to the starting date, we had a two week turn around period
- Sourcing different skillsets, for different locations.

#### WINS

- We had new contractors across the four data centre teams
- Strong support through the onboarding phase to ensure hires started strong
- We had an 88% success rates for all those candidates who interviewed for permanent positions at the end of their contracts

### OBJECTIVES

The mission we were tasked with was hiring a large volume of candidates, on a contract basis, with varied Data Centre skillsets like- Network Engineers, Data Centre Technicians and Data Centre Warehouse Operatives, across different locations.

### SOLUTIONS

We were well positioned to work on this project as we are **experienced in dealing with these teams for 10+ years**. By doing this we have never been in any situation where we haven't been able to find the candidates to put into the selection process, **our job fill rate within data centres is at 90% on average**.

Through the power of job boards, our unintentional referral scheme and focusing on our D&I strategies, we were able to deliver.

### RESULTS

#### #1 Key result

In terms of numbers, in 2022 alone, we onboarded 58 new contractors, spread across the four data centre teams.

#### #2 Key result

Over the space of one year, we have had 19 contractors interview for permanent positions and 17 have been successful, this is a success rate of 88%. Of the 58 contractors 88% have completed the full contract length or have been extended. These statistics demonstrate the quality of the contract workers we are representing.

#### #3 Key result

Of the remaining 12%, we had to release them early from their contracts and some handed in their notice to move on to another opportunity. In that situation we moved quickly following directions from hiring managers regarding any issues on site. We brought all contractors who were being released to our office the following day to off-board in line with our clients procedures, reclaim any assets and badges.

