



BUILDING OUT DATA CENTRE TEAMS IN DUBLIN

In just two weeks, we swiftly provided high quality hires across different teams, 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 skill sets, for different locations.

WINS

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

OBJECTIVE

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.

SOLUTION

Our long-standing experience in the data centre sector—over a decade working with these teams—gave us a solid foundation for this project. We're proud to maintain a 90% average fill rate here, thanks to a mix of targeted job boards, an organic referral network, and a focus on diversity and inclusion. This approach has allowed us to consistently find high-quality candidates who are ready for the selection process, ensuring our clients' needs are met every time.

RESULTS

#1 Key result

In terms of numbers, in 2024 so far, we onboarded 60 new contractors, spread across the four data centre teams. We are also in the middle of recruitment processes for a number of teams that will see headcount increase by 20+ contractors before the end of quarter 4.

#2 Key result

What the figures tell us: We sent 76 CVs over for review this year to cover our client's requirements, of this number, 64 entered the interview process- this is an 84% success rate. This means we have a success rate of 94% for candidates moving from interview to placed within our client.

#3 Key result

Our approach to finding high-quality candidates creates a seamless talent pipeline, enabling our client to view us as a steady source for their permanent hires. Each contractor we place with them has the potential to transition into a full-time role during their time contracting through GemPool.