CREATING THE FOUNDATIONS OF HR
CASE STUDY

Client	**IT services and consulting**
Domain	**Data Science and Data Engineering**
Headcount	**10+**

Situation

In 2021, the company went through a change in ownership. This situation escalated to a new business strategy that required the development of HR competencies to support growth.

Task

As a contracted HR Partner, I was responsible for creating the foundations of HR and managing recruitment.

Actions

- Audited the recruitment and selection process
- Participating in the realization of a HR roadmap with the management
- Optimizing the selection process for scalability and experience (candidate and Hiring Manager)
- Ownership of recruitment end-to-end from requirement management to closing job offers
- Ownership of HR projects and HR-related activities e.g. regular meetings
- Introducing new methods and channels to support talent acquisition
- Conducting market mapping
- Participating in the creation of career development strategy
- Participating in employer branding and team building activities (design, event, content)
- Co-ordinating a Technical Sourcer

Results

- Hired 10+ Data Engineers, hence doubling the size of the whole team within 4 months
- Shortened the selection process from 40+ days to 21 days
- Introduced HR Analytics, KPIs and in-house SLAs, such as giving feedback within 48 hours
- Introduced an Applicant Tracking System (Lever), trained key users
- Created a career site, linked to the ATS – automated several admin-heavy activities
- Introduced an employee referral system and a more transparent operation for all stakeholders
- Conducted a market mapping to identify potential candidates (Python as the main skill) and gain market insights of the competition