



## CASE STUDY

*It's not just finding talent;  
it's finding the right talent!*

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### A LEADING GLOBAL BUSINESS AND TECHNOLOGY SERVICES PROVIDER IMPROVED THE ORGANIZATION'S PRODUCTIVITY AND OVERCAME ITS SKILL GAPS WITH COGNATE

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#### The Industry:

Large IT technology and consulting

#### The Client Profile

The client provided business and technology services through 50 global delivery centers and needed fresh talent with specialized Java skills.

#### The Client Requirement:

The client was in **immediate need of an effective hiring for specialized Java skills candidates** for their thriving business. The client experienced difficulty locating candidates that possessed the specialized Java skills needed for a new, complex project.

#### The Cognate Approach:

Cognate has strong and long experience of delivering specialized Java skills consultants.

The client experienced difficulty locating the “right” candidates to plug into the operation and hit the ground running. This meant that in addition to the skills, the hires needed to be team players and support overall team productivity improvement. By right, the client meant not necessarily the person who was the smartest or the most experienced, or the most academically qualified. And the requirement was immediate!

Cognate listened carefully to the hiring manager's position and created a **specialized and customized job advertisement** considering the stated requirements.

This attracted the right candidates who could also begin the project on short notice. Cognate also **utilized its enriched database** and delivered the right candidates who matched the exact requirement.

In the end, the new hires also **improved the organization's overall productivity.**

#### The Benefits

Cognate was able to:

- Help the client address the **high ROI** related to hiring by finding right candidates quickly and efficiently.
- **Remove skill gaps** by achieving the right hiring decisions.