

Case Study: Global Engineering Talent Acquisition for Complex Projects

Technology: Recruitment Process Outsourcing (RPO)

Industry: Engineering and Technology

Client Bio: The client is a global engineering services firm with operations in over 30 countries and a workforce of 20,000 engineers. They provide specialized engineering solutions in sectors such as energy, infrastructure, and aerospace, generating annual revenues of \$3 billion. The firm was undertaking several large-scale projects that required the recruitment of highly specialized engineers across multiple regions.

Challenge: The client needed to recruit a large number of engineers with niche expertise, such as structural engineering for offshore wind farms and aerospace systems design. These roles were highly specialized and required not only technical expertise but also specific industry experience. The global nature of the firm's operations added complexity to the recruitment process, as it involved sourcing talent from different regions and ensuring compliance with local regulations.

Solution: AMBC developed a global RPO strategy that included a comprehensive talent acquisition plan tailored to the client's specific needs. We sourced candidates from specialized engineering talent pools across various regions, leveraging our global network and industry connections. Our team also handled visa processing, compliance, and onboarding for international hires, ensuring a seamless and compliant recruitment process.

Impact: The client successfully filled 100% of their specialized engineering roles within the required timeframe, hiring over 200 engineers in key regions, including Europe, Asia, and North America. This enabled the client to start and complete projects on schedule, leading to enhanced project efficiency and client satisfaction. The strategic hires contributed to a 15% increase in project delivery speed and a 10% improvement in overall project quality.

Our Services: AMBC provided a full suite of RPO services, including global talent acquisition, specialized recruitment campaigns, visa processing, and compliance management. Our services ensured that the client could meet their complex staffing needs on a global scale, driving project success and operational excellence.