

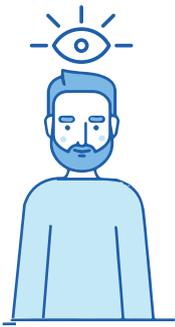


Case Study

Streamlining the Hiring Process

The Client

Our Client, a technological leader in lithium-ion battery production, created a new battery platform to encourage innovation in materials, design, production, and packaging. The company increases enterprise value through their innovative products, high-volume production, and global commercialization.



The Vision

Founded in 2007, our Client secured investments from tech giants such as Intel and Qualcomm to build the multi-million-dollar tech company that it is today. Originating in California, the company reached a point in their development where they were ready to expand production operations overseas. The Client determined the ideal location for their production facility was in the Philippines.

The Challenge

Our Client needed to hire 12 mechanical and chemical engineers in the Philippines over the course of three months. By the end of this time period all 12 employees needed to be onboarded, then trained in the United States. The Client needed to identify candidates within a country with which they were unfamiliar at the time. The biggest roadblock, however, was pirating by sister companies in the Philippines. The company had to operate under the radar, with no PR outreach, as they had not yet publicly released knowledge about their core product - their battery technology. This made the three-month deadline even more intimidating. While primed and positioned for expansion, our Client needed a way to attract top talent despite limited local knowledge about their company.



The Solution

Gava Talent Solutions took the reins for the hiring process in the Philippines, researching the local talent market and educating the client on available options. In order to establish brand awareness and implement a successful hiring process, Gava Talent took the following steps.



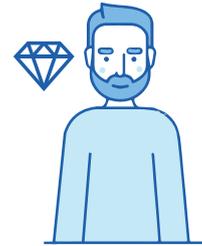
- Coached and advised the Client to help them understand the cultural nuances and, in turn, the best practices for local hiring.
- Collaborated alongside the Client to create the optimal recruiting strategy, which involved prioritizing sourcing channels and focusing resources on a passive search.

By gaining an in depth understanding of the organization's brand values, Gava Talent created an effective branding template to train all recruiters. The recruiters were properly equipped to communicate the client's values, build trust and rapport with candidates, and establish the Client as a prestigious employer.

The Result

Gava Talent Solutions implemented processes for the client to streamline sourcing, approvals, and interviews; these methods were critical in delivering high quality service on a strict deadline. Gava Talent did this by focusing on:

- ▣ Providing a weekly candidate pipeline
- ▣ Updating the client with periodic progress reports, and
- ▣ Fully facilitating phone interviews with U.S.-based teams.



Gava Talent also created a quick and actionable feedback process. This allowed for fine tuning of the sourcing strategy to reach the best talent in-country. Within a short 17 days Gava Talent had 21 high caliber candidates shortlisted; the U.S. -team was then ready to travel to the Philippines to conduct the in-person interviews. Gava Talent achieved 100% of the Client's hiring goals in a timely and advantageous manner and continue to meet their hiring needs to this day.

“Gava Talent Solutions has been instrumental in meeting our startup challenges for administrative support and recruiting, specifically specialty talent under a very aggressive schedule. They demonstrated a high level of agility, customer focus, and integrity.”



|| About

Gava Talent Solutions is a proven global leader in professional staffing and consulting services. Our solutions span temporary, full-time staffing, executive search, and recruitment process outsourcing (RPO) across all major industries and countries.

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