





## CHALLENGE

Our client needed to quickly staff several highly specialized roles—including Engineers, Architects, and Business Analysts—for a critical OSS/BSS (Operations Support System / Business Support System) Architecture EA project with its customer. The challenge was not only in finding qualified candidates with niche skillsets, but also in doing so within tight timelines to meet project milestones. With competition for top talent high in the telecom sector, the client required a partner who could execute with precision and speed.

## SOLUTION

We approached the challenge with a strategic and multi-layered recruitment plan:

- › **Needs Assessment & Market Analysis** Conducted an in-depth review of our client's specific technical and functional requirements, as well as current talent availability and market conditions.
- › **Precision Sourcing** Leveraged a combination of licensed job portals, internal talent databases, AI-driven sourcing tools, and professional networks to identify a targeted pool of candidates.
- › **Targeted Outreach** Launched a personalized outreach campaign designed to attract and engage passive and active candidates with the desired telecom and enterprise architecture experience.
- › **Enhanced Engagement** Used direct engagement tactics and a referral-first sourcing model to build trust and increase responsiveness among top-tier candidates
- › **Two-Step Vetting Process** Shortlisted candidates underwent a two-phase qualification process—technical screening followed by alignment interviews—to ensure a strong fit before submission.

## IMPACT

We successfully submitted a roster of highly qualified candidates across multiple roles. The client selected several of our candidates for the OSS/BSS Architecture EA Project with its customer. These placements enabled the client to maintain project momentum and meet key delivery goals, further strengthening their position as a trusted strategic partner to its customer. Our ability to rapidly deliver specialized talent not only addressed client's immediate hiring needs but also demonstrated the value of a high-touch, tech-enabled recruitment approach in complex enterprise IT environments.