



Case Study

Case Study on Meeting and Exceeding ORACLE Recruitment Challenge

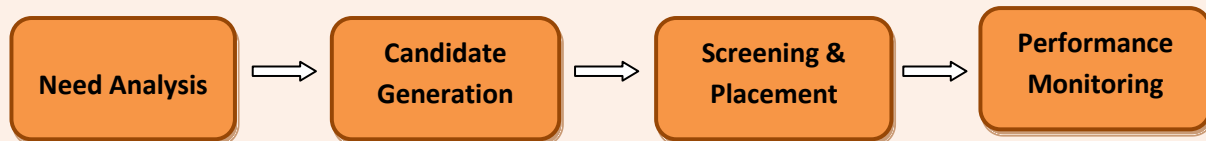
Brief:

As a Recruitment Solutions provider, Verve Global Services provides customized recruitment, sourcing, and support solutions, on flexible terms, to IT Solutions providers around the globe. The company enjoys the status of being International Certified Partner of Oracle and excels in providing a good mix of functional and technical resources to work in niche profiles. Verve offers end to end recruitment solutions uniquely designed for every corporate client. Following our Contingency Recruitment Model, we have helped our Global partner, ORACLE by providing staffing solutions with unique competencies and alignment model.

Verve Communications Pvt. Ltd.

703, 7th Floor, The Cerebrum IT Park, Kalyani Nagar, Pune 411006 MH India
Phone: +91 20 41056789 | Fax: +91 20 41056767 | E-mail: interact@vervegs.com
Web: www.vervegs.com

Verve has recruitment consultants from various business domains who provide complete support in analyzing the client requirement, screening and identifying the right candidate, legal aspect management, payroll related challenges and following up for continual improvement.



The Client

Oracle is the gold standard for database technology and applications in enterprises throughout the world—the company is world's leading supplier of information management software and the world's second largest independent software company. With more than 380,000 customers—including 100 of the Fortune 100—and with deployments across a wide variety of industries in more than 145 countries around the globe, Oracle offers an optimized and fully integrated stack of business hardware and software systems. And Oracle's complete portfolio of servers, storage, software, and networking products are engineered to work together to deliver record-breaking performance, simplified management, and cost-saving efficiencies.

The Challenge

Candidate requirement was in Oracle, Australia for the following profile:

Analyst and Consultant for Oracle AIA / SOA delivery of projects

- Self motivated and capable of delivering proactive, credible, and responsive service to clients which required lot of initial screening rounds
- Clear understanding of key concepts and issues associated with the adoption of a service-oriented architecture (SOA) & Application Integration Architecture (AIA) , including AIA & SOA principles, service design and infrastructure
- Capability to understand customer's requirements and convert it to a viable business solution via analysis and architectural blueprint/design including comprehensive documentation consistent with standard methodology and drawing on typical best practices

The Solution

Verve understands that every corporate has a unique challenge in recruitment management. Verve offers end to end recruitment solutions uniquely designed for every corporate client. Every solution is tailor made and packaged together addressing every single challenge exists in recruitment for each of its client. Following our Contingency Recruitment Model, we have helped our Global partner, ORACLE by providing staffing solutions with unique competencies and alignment model.

Unique Research based Recruitment Methodology:

Following our unique Recruitment Methodology, every business scenario is analyzed based on a thorough research mechanism that gives Verve enough information fuel to press the pedal and surge forth in implementing result-oriented, customized solutions at rapid-time. This empowers our clients with hidden insights into evolving market trends, operational pointers and new expansion vistas.

ROI based flexible engagement models.

Operational excellence by strict adherence to industry standards.

Secure and dependable infrastructure for reliability and efficiency.

After carefully understanding the critical skill sets required in the candidate's profile and his aligning model that consisted of rendering offsite support to the customer for the initial period and once the project initiates, joining the client team on site. ORACLE was in need of an associate with the right profile fit as well as his physical availability in different geographical locations at different project stage. Verve Staffing Services was not only able to provide the right candidate with strong credentials in the AIA / SOA domain and good experience in architecting, designing and implementing such solutions, and preferably comes with strong Systems integration background but also made sure that the candidate was in a position to move to the client site as the project processed. The same was achieved in the timelines and budgets provided by the recruiting company.