



# Long-Term **MANUFACTURING** Client Needs Help Breaking into Emerging Markets

**20+ IT Transformation roles filled in under 3 months**  
Developers, Business System Analysts, UI/UX Developers and Scrum Masters.

**A need for consistent effective hiring**

**Project quality maintained and exceeded**

SUMMARY

## ▶ **THE DILEMMA: CLIENT EXPERIENCING DIMINISHING MARKET SHARE**

Operating in a hard-to-navigate manufacturing industry, our long-term client of 24 years, had come to a crossroads. After dominating the space for nearly 2 decades, increasing competition had become a factor. While demand was still on the rise, they made the ultimate decision to pivot business and focus on emerging markets. With this new vertical and a heavy investment in IT Transformation, they needed help finding new specialized talent and ensuring these roles were filled with the right people quickly and effectively.

## ▶ **THE SOLUTION: DAVIS CREATES A CUSTOMIZED HIRING PLAN**

With the long standing relationship and in-depth knowledge of the space, they turned to DAVIS for help with the talent acquisition of niche, high-end technology and engineering roles. Our subject matter experts identified new talent channels to ensure clients deliverables and timelines were met. They screened and on-boarded 20+ employees in under 3 months consisting of Developers, Business System Analysts, UI/UX Developers, Front End Developers and Scrum Masters. Throughout the project quality standards were maintained and time to fill metrics were exceeded.

## ▶ **RESULTS: DAVIS SME'S DELIVER TALENT ON DEMAND**

Our long-term partnership continues to mature and evolve as our clients' needs adjust due to their ever changing market conditions. Through partnership, open dialogue and a proactive approach to total talent management, DAVIS delivered on its commitments to enhancing the process through people and technology.



“DAVIS has done the near impossible task of balancing a boutique-level of attention, while providing larger-scale levels of service. More over, the focus on maintaining and furthering partnerships makes the client always feel that DAVIS is invested in their success as much as their own”

**Director, Global Talent Acquisition, Fortune 500 Company**