

CASE STUDY

A Leading Public Sector Fintech Organization

BACKGROUND

A leading public sector fintech organization driving strategic digital public infrastructure initiatives required specialized engineering talent to strengthen its technology capabilities. Operating within a highly regulated and security-sensitive environment, the organization sought experienced professionals across multiple engineering domains to support the timely execution of mission-critical digital transformation programs.



CHALLENGE

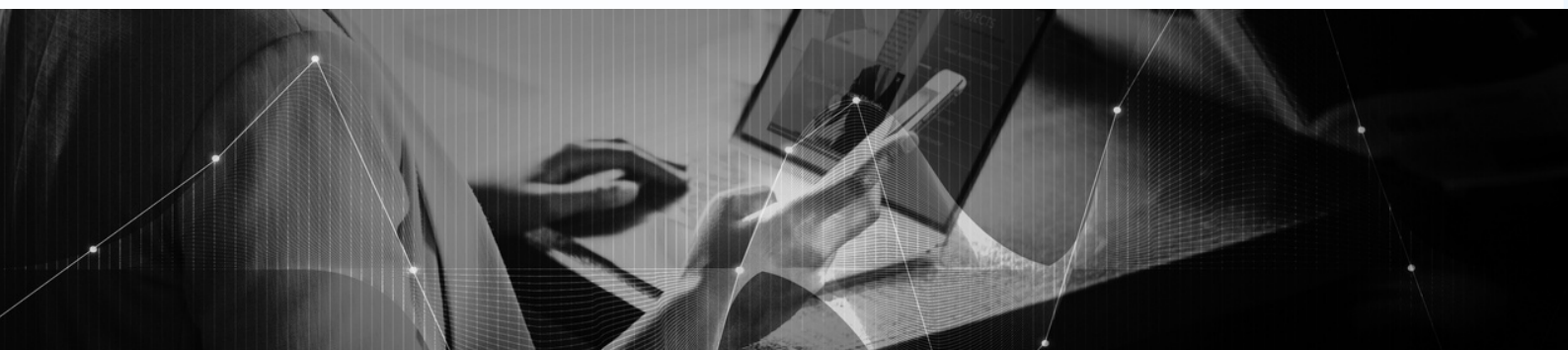
The client needed to hire 180 professionals within 4 months across 6 technology and business skill areas, with a target of 45+ hires per month and an average Turnaround Time (TAT) of 18 days per position. In addition to technical expertise, every candidate was required to meet stringent cultural-fit criteria by demonstrating an active interest or participation in sports. Balancing hiring speed, technical quality, and cultural alignment within aggressive timelines significantly narrowed the available talent pool and increased the complexity of the engagement.



SOLUTION

CIEL HR implemented a specialized project staffing strategy tailored to the client's technology hiring requirements within a regulated financial technology environment. A dedicated technology recruitment team was established to proactively map and engage experienced professionals across backend engineering, full-stack development, frontend technologies, and data engineering before demand peaked.

The recruitment approach combined AI-enabled resume screening with role-specific technical assessments to accelerate candidate evaluation while maintaining stringent quality standards. Continuous engagement with hiring managers, supported by weekly recruitment analytics and pipeline reviews, enabled faster decision-making, minimized hiring bottlenecks, and ensured project milestones were achieved within the planned implementation schedule.



Business Benefits:

- Successfully deployed 40 highly skilled engineering professionals within an eight-week project timeline.
- Maintained an average Turnaround Time (TAT) of 25 days per position.
- Enabled timely onboarding of niche technology talent for mission-critical digital public infrastructure initiatives.
- Supported project execution without compromising technical quality, compliance, or delivery timelines.
- Strengthened the client's engineering capabilities through a focused, project-based staffing approach.

Illustrative Roles Filled:

Technology Roles:

- Backend Java Developer
- Spring Boot Developer
- Full Stack Developer
- Frontend Developer (React.js)
- Node.js Developer
- Python Developer
- Data Engineer
- Apache Kafka Engineer
- Microservices Developer
- AWS Cloud Engineer
- Kubernetes Engineer
- Docker Engineer
- DevOps Engineer
- PostgreSQL Developer
- MongoDB Developer
- API Integration Engineer
- CI/CD Engineer
- Apache Spark Engineer

Business / Functional Roles:

- Technical Business Analyst
- Solution Architect
- Scrum Master



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