



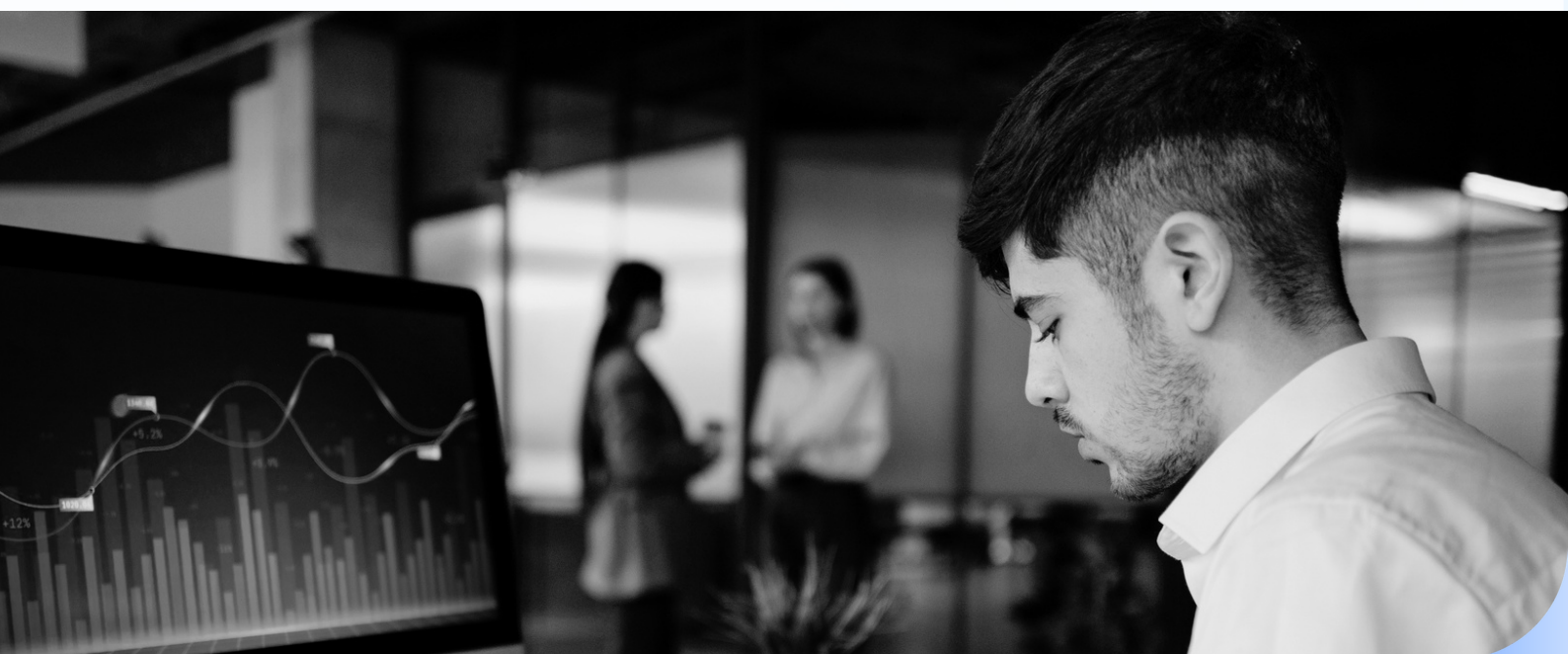
CASE STUDY

A Leading Global Insurance and Financial Services Organization



BACKGROUND

A leading global insurance and financial services organization initiated a large-scale financial transformation program requiring the rapid deployment of entry-level finance professionals to support business operations and technology initiatives. The engagement involved high-volume hiring within a fixed timeline while maintaining stringent quality standards and ensuring seamless project execution.



CHALLENGE

The client required onboarding 90 candidates within 6 weeks to support a business transformation initiative, averaging 15 hires per week with an end-to-end Turnaround Time (TAT) of 7 days from sourcing to offer acceptance. The assignment demanded simultaneous sourcing, screening, aptitude evaluation, and onboarding while maintaining candidate quality in a highly competitive campus hiring market.



SOLUTION

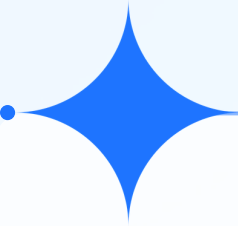
To support the client's time-bound financial transformation project, CIEL HR implemented a project-based hiring strategy focused on high-volume, rapid deployment. A dedicated recruitment team managed the engagement through parallel sourcing, screening, aptitude evaluation, and interview coordination, significantly reducing the overall hiring cycle.

Campus hiring partnerships were integrated with job portals, internal databases, and referral channels to create a continuous talent pipeline. AI-driven resume screening accelerated candidate identification, while daily governance dashboards tracked conversion ratios and hiring progress against project milestones. This structured delivery model ensured the required hiring volumes were achieved within the project timeline without compromising candidate quality.



Business Benefits:

- *Successfully delivered 90 candidates within the 6-week project timeline.*
- *Achieved an average Turnaround Time (TAT) of 7 days from sourcing to offer acceptance.*
- *Enabled the client to mobilize project resources on schedule, supporting the successful execution of its financial transformation initiative.*
- *Reduced internal hiring effort through a structured, high-volume recruitment model.*
- *Maintained consistent candidate quality while meeting aggressive hiring timelines.*



Illustrative Roles Filled:

Technology Roles:

- Java Developer
- .NET Developer
- SQL Developer
- Cyber Security Analyst
- Network Security Engineer
- Penetration Tester
- QA Automation Engineer
- ServiceNow Analyst

Business / Functional Roles:

- Financial Analyst
- Financial Modelling Analyst
- Finance Operations Associate
- MIS Executive
- Accounts Executive
- SAP FICO Consultant
- Risk & Compliance Analyst
- Regulatory Reporting Analyst
- Account Reconciliation Analyst



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