PeopleAsset™ Search Talent Organization

Executive Search

Head, Technology Architecture

For a Mid Size Global IT Services Organization Based in NJ.

Technology Practice

Background

The client was a mid-size global IT services organization Based in NJ that provided services to Fortune 100 corporations in digital capabilities.

What was the exact ask/ role specification

To search for a top-notch Cloud Architect who could lead a team of 2~3 Associate Architects and be part of the solution team.

The process

The team worked with the client's CoE Hiring Manager and recruiting teams to identify an ideal candidate & key attributes for a successful Cloud Architect. We benchmarked compensation, incentives, and payout mechanism to make it competitive in the market.
We had multiple interviews with all stakeholders of the role to understand key success factors and their impact.

The selection process & profile was approved after discussion with the HR & COE. We created a project plan/timeline for how the entire funnel of candidates would be assessed and the final candidate selected, offered and onboarded. We used Gallup's Clifton StrengthsFinder leadership assessment tool and confidential candidate reference checks for this position to finalize the candidates.

PeopleAsset differentiator

We helped the client create the job requirements through an iterative process and interviewing key stakeholders of the job. It helped define the job requirements and identify the skills and experience required for the position. We developed a unique sourcing strategy to identify potential candidates once the position requirements were defined.