



Achieving 75% joining rate during Great Resignation for US-based company setting its tech R&D in India

About the Company

Align Technology is a **US-based global medical device company** with global operations.

Task

To hire tech team for its new R&D center in India: **50 mandates in 6-9 months** across levels (4 to 15+ years of experience).

Challenges they faced and Solutions we devised



Lack of technical competence in most recruiting partners

We have a specialized tech team with complete knowledge, allowing us to navigate the requirements and candidate screening interviews easily.



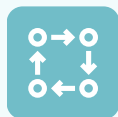
Period of Great Resignation: Last-minute candidate dropout

Three-pronged approach: For every 1 mandate, had 3 candidates ready in the pipeline and made 2 offers. Held offers until last minute to prevent offershopping.



High Volume (50 mandates over 6-9 months) was hard to manage

Scheduled weekly calls with stakeholders and provided regular updates. We understand the nuances of the industry, allowing us to manage the load.



Lack of competent talent

We had a strong ready pipeline of strong candidates. Any candidate found lacking on skills was not extended an offer.



Candidate's background verification

We took charge of this; conducted in the beginning of the process to prevent last-minute surprises and expedite offers.

71
OFFERS

53
JOINING

74.6%
JOINING RATE