



THE COMPANY

The client is an Abu Dhabi-based conglomerate and part of a sovereign wealth fund that manages industrial and construction projects across the GCC and employs nearly 1,000 staff.

THE CHALLENGE

A change of CEO had led to the departure of a number of middle management and technical staff, and the new office holder consequently needed to build what was almost a completely new team as quickly as possible. This meant making over twenty critical hires in a highly competitive marketplace within a very narrow timeframe. Furthermore, because many senior members of the HR function had left, there was little in the way of internal support available.

THE SOLUTION

Cielo responded by providing a dedicated team of recruitment experts. Because of the pressure to deliver results rapidly, the team designed and implemented a multi-channel hiring model that embraced a range of talent attraction tools. The team then built comprehensive job specifications and candidate assessment criteria for all roles, both at senior and mid-level, defined the employer brand message and personally conducted all first interviews with candidates and managed the offer process.

THE RESULTS

All 24 vacancies were filled within three months, allowing the new CEO to form his new team ahead of schedule. Not only was the assignment completed to a very tight deadline, but Cielo also helped the company to save 1 million AED in projected recruitment costs.

"Cielo provided a bespoke managed service which allowed us to identify and attract the best talent in the market within tight timeframes and at minimal cost. Cielo was brought on-site as an integral part of our organization and assisted in building a complete recruitment department from scratch. An SLA was developed, KPIs set out and all of the roles were filled with qualified candidates within the timeframes set out and the project was managed by the Cielo team with precision. I would recommend Cielo where quality, time and cost are essential criteria for consideration."

- CEO

ABOUT CIELO

Cielo is the world's leading provider of global talent acquisition and management solutions. Cielo leverages its global scale, customized, innovative solutions and entrepreneurial agility to help clients achieve sustained people advantage and outstanding business outcomes. Through world-class, technology-enabled solutions, Cielo serves clients primarily in the financial and business services, consumer brands, technology and media, engineering, life sciences and healthcare industries. Cielo knows talent is rising – and with it, an organization's opportunity to rise above. For more information, visit cielotalent.com.