

## CASE STUDY

### International Recruitment Solutions *Talent Pipeline Recruiting*

**Client** : Corporations in the Energy & Petroleum Sector

**Region** : Africa (Algeria, Angola, Tanzania, Nigeria, South Africa, Gabon, Ethiopia)



#### Challenge

With global operations and the development of new markets these organizations need to recruit professionals sensitive to both the local culture and the international context. With presence on the entire African continent, these companies require an “African” talent pool for local and international assignments. Profiles range from Engineering, IT and Geosciences to Finance, Sales & Marketing, Legal and Human Resources. These candidates have intercultural experience either through their studies or work abroad. They are motivated to contribute to the development of industries in their home countries, but also very keen on personal and professional level to work internationally.



#### What did Terra Connecta provide

**Terra Connecta** has developed an on-going talent pipeline attracting candidates from all these countries through our international networks. As these candidates are based in different locations around the world, **Terra Connecta** organizes recruitment days in a specific location (ex. London, Paris..) convenient to the client, so that all pre-selected candidates can be interviewed during a 1 or 2 day session.

The candidates perceive this initiative as very positive, as the companies adopt a proactive attitude towards their future employees. Candidates also gain insight into the function and company culture through meetings and discussions with the managers.

**Terra Connecta** has also conducted similar projects for Latin America, the Middle East, Asia, Northern and Eastern Europe.



#### Result

More than 50 candidates hired throughout the years. Budgets as well as processes are totally optimized.

