eSkill

OSF Global Services:
Rapid Growth Demands Aggressive Recruiting Strategy

Customer overview

OSF Global Services is a dynamic Application Development and Technology Integration services provider headquartered in Quebec, Canada. Started as a small enterprise in 2003, OSF Global Services has grown into a reliable company with development branch offices in Romania and Ukraine, and an office in the US, serving clients from all around the globe.

Business challenge

OSF Global Services is a dynamic company that has grown fast, and as a result it is confronted with the following critical issues:

1. Quick Turnaround in Recruiting without Lowering Quality

2. Hiring Competent Employees

3. Assigning Candidates to Positions Where They Will Be Most Effective

The company's economic and social success depends on these conditions. As a premier provider of outsourced technology services, customers come to expect OSF's ability to meet tight deadlines and demonstrate its expertise for best practices in integration projects.

The major **challenge** for the HR department is to select employees **with the right technical skills** and **can-do** attitude necessary to meet these expectations and cover clients' needs at the highest level of quality.

Solution

The aggressive growth of the company – in terms of human resources and clients – required a dramatic improvement in recruiting process speed.

With eSkill, the company found a recruiting tool that:
- is **easy** to administrate, by sending only a link – at any time, and to any candidate across the globe;
- helps evaluate candidates' **technical** skills;
- focuses the **hiring effort** on those who are **best qualified**.

eSkill
Valid ✓
Accurate ✓
Trustworthy ✓

> Our strategic partnership with eSkill has most helped us in terms of recruitment for jobs which demand very **specific and measurable skills**, such as that of an IT programmer. The specifically targeted online assessments helped us set up entire teams of professional programmers who have taken our business to the next level and have contributed to establishing **long-lasting business relationships** with our clients. We found that administering eSkill tests offered all the information we needed when hiring, and was a great **economic** solution.
>
> *Andreea Hrab,*
> *HR Director, OSF-Global Services.*

Results and benefits

OSF Global Services' recruitment process significantly changed once the company started using eSkill. Using eSkill tests helped to reach aggressive recruiting targets by shortening the time dedicated to recruiting the right candidates from over a month to 10-14 days.

● **The HR team starts by identifying the skills required for a specific position through a job analysis and a professional competencies analysis.**

For example, when it comes to recruiting PHP programmers, it was determined that expertise in PHP should also be complemented by a strong knowledge of JavaScript, HTML, popular frameworks, and as importantly by good English skills, in order to facilitate communication between the team members.

● **Once all of the key requirements have been identified, a multiple-subject test or library of tests is created using the eSkill database. The tests are administered to the candidates, and only those with the best scores are called in for a subsequent interview.**

This recruiting tool:

✔ provides **accurate indicators for measuring core competencies** against specific job requirements at the pre-employment stage

✔ allows the use of **test results** as valid indicators in accurately predicting the candidates' potential to fulfill the tasks correlated with their job

✔ **saves time and money** for the company, **no longer** requiring:
- candidates **coming to the company's offices** for skills assessment
- an **expert** to evaluate the candidates' results

About eSkill

eSkill Corporation, founded in 2000, is a leading provider of web-based skill testing to the Hiring and Training markets. The company's founding vision was to create software that could customize a skills test to meet the requirements of the job, by creating tests which are accurate, relevant, and time-efficient for measuring a candidate's job skill fit.

To learn more about what eSkill can do for your company, **try a sample** test or visit our website, *www.eSkill.com*. Or call us toll-free at (866) 537-5455, or direct at (978) 649-8010. You can also email us at *info@eSkill.com*.