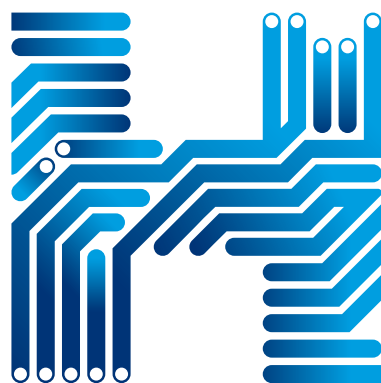**HAYS** Recruiting experts in Information Technology

THE FASTEST CONNECTION
TO SPECIALISTS IN DEMAND

We recruit IT experts for you

TAKE ADVANTAGE OF OUR RECRUITING COMPETENCE

Information technology – hardly any other area is so critical to the success of your business. And in no other does expertise develop so dynamically. Recruiting the appropriate specialists that best fit your requirements is a real challenge. And a job for us.

We will find these proven specialists for you. Because we not only know your market, but also the appropriate experts. We have targeted access to the specialists you need: generalists and specialists, project managers and implementers, system architects and hardware-based developers. Whether you need specific knowledge for a complex project, want to bridge short-term resource shortages or hire a new expert for your team, we'll find the specialists you need, quickly, with an employment model that suits your needs.

Working with us you'll find exactly the right specialists
In an interview with you, we take precise note of your individual requirements and the skills you need, and thus find just the right expert for you. We match your needs point for point with our candidate profiles, which we constantly update and maintain. The experts we then suggest to you not only have the required technical qualifications, but also the soft skills you need as well.

Streamline your recruiting processes
With our services we offer you far more than just the referral of experts. We implement a holistic approach. We manage all processes for you – from administration through verification of the service provided by our experts to invoicing – electronically and through an integrated workflow. We thus simplify your processes in an efficient manner, provide you with a high level of transparency and save you process costs at the same time.

WE ARE THE LINK BETWEEN COMPANIES AND SPECIALISTS

Stay flexible – with contract models to suit your needs
Flexibility is the key to success when it comes to the experts you use. That's why we offer you a variety of highly flexible contract models that provide the right answer to every challenge.

Contracting – staffing time and mission-critical projects
We recruit the right freelance professionals for you. With their high degree of expertise and many years of experience in their individual fields, our specialists fully support you in all your important tasks or as interim business managers. In turn, you gain the swift and flexible use of our experts' skills for you business critical issues – especially when carrying out the often long and tedious process of acquiring your own internal resources is either not possible or not practical.

Permanent – top professionals for key positions
Having employees who are experts in their field is crucial for success. If you are looking to recruit specialists for permanent roles at your company, we will find the right candidates to meet your needs – with the right technical and soft skills. With us as your recruitment professionals, you'll not only find the right experts, you'll also save significant amounts of time and money.

Temp – highly qualified specialists in temporary employment
During peak loads in your daily operations or when handling major upcoming contracts, you need experts who effectively complement your core team and fit seamlessly into your organisation. Our highly qualified temp specialists, provided to you as agency staff on a temporary basis, smoothly and quickly support you with all your upcoming projects.

Managed Service Providing – we manage and administer your recruitment processes
We're also proactive when it comes to efficiency. As an exclusive partner and third-party manager, we can handle all your recruitment business processes: from placement to administration through to payroll – and that's an offer that is winning over more and more customers. Distinguished and prestigious firms rely on our Managed Service Providing.

WE ARE YOUR PARTNER FOR ALL YOUR RECRUITMENT NEEDS

The IT field is subject to an extremely wide range of different demands – on the specialists as well as on us as a recruitment services provider. For this reason, IT experts recruited by us are not the only ones who speak your language – our Key Account Managers do too. In addition to qualified industry knowledge, they also possess experience from more than 25,000 successful placements, as demonstrated by the following examples.

Example: SAP specialists

In many companies, SAP solutions manage the key business processes that decide the company's success. To implement, optimise or provide these processes with support and service, we recruit SAP experts with profound specialised knowledge.

A leading international chemical and pharmaceutical group, for example, was on the lookout for a large number of freelance SAP consultants to harmonise three global SAP systems. In particular, nine specialists with diverse skills were needed for the SAP Sales & Distribution module – to take on not only the advising of the IT management but also the customising, migration and rollout of the SAP systems and to support the users on location. They needed to be extremely flexible to operate alternately at different European locations. We successfully filled the first four positions within just two days. We have meanwhile recruited around 40 freelance IT professionals for the entire project.

At a glance

- Industry: chemicals

- Number of specialists sought: 40

- Contract model: contracting

- Recruiting measures: search in our pool of experts, advertisements on hays.de and monster.de

- Result: first four positions filled within two days

Example: Unix system administrator

Internal IT professionals ensure their company's smooth IT operation and thus make an important contribution to business success. Highly-qualified IT specialists are constantly needed for this challenging task.

A leading trading company was looking for new staff across the various areas of responsibility for its IT section, including Unix system administrators, SAP consultants and data warehouse specialists. Many of these posts had been vacant for a long time, owing to the absence of qualified applicants. Consequently, tasks were left lying, resulting in considerably increased costs. To solve the problem, the company entered into a strategic partnership with us. We placed ten new employees at the company, introducing the first suitable candidates after only a few days. Since then we have regularly been successfully recruiting IT professionals for this client. As a result, the company has the required IT staff again and can realise important projects.

At a glance

- Industry: trade

- Number of specialists sought: ten

- Contract model: permanent

- Recruiting measures: search in our pool of experts, advertisements on hays.de and monster.de, contacting potential applicants on career platforms, recommendations of our experts

- Result: ten positions filled to date

Example: Helpdesk support

In the temp business, IT specialists are often in demand to assist companies at peak times in their daily business. This gives our customers a fast and efficient way to overcome bottlenecks or handle ongoing projects successfully.

An international bank was looking for eight temporary IT specialists with Unix expertise and banking experience for helpdesk support, to begin immediately. They had to be prepared to work on a 24/7 schedule, and be a competent contact for the incoming questions. Given the international nature of the bank, very good English skills were required. In addition, the company placed great importance on the candidates' communication skills and team skills. Since the positions had to be filled at short notice, we had to act quickly. Thanks to our ongoing proactive approaching and recruitment of IT professionals, we were very well prepared and were able to present the right candidates to the bank within two days.

At a glance

- Industry: banking

- Number of specialists sought: eight

- Contract model: temp

- Recruiting measures: search in our pool of experts

- Result: we presented the right candidates within two days

Example: Host Cobol developer

Banks reorganise themselves again and again, focus on specific markets, implement new regulations. With fundamental impact on their IT systems, which need to be rebuilt and reintegrated. A major challenge for which we recruit exactly the right specialists.

For the alteration of its core banking system, a leading financial services group urgently needed an excellent host COBOL developer with experience in banking and project management as well as with Kordoba. We were asked to find a top developer within three days. At the time, an IT freelancer placed by us was already working at the bank and was doing such a good job that the client wanted a consultant with exactly the same qualifications. We contacted the specialist, with whom we had a very good relationship, and he referred us to an expert he knew. Thanks to this recommendation and our professional manner we were able to win over the expert and introduce him to our client by email within just two hours. The candidate was invited for an interview the next day and three days later he joined the company. We later recruited a third expert for the project.

At a glance

- Industry: banking

- Number of specialists sought: one

- Contract model: contracting

- Recruiting measures: search in our pool of experts and recommendation of our expert on location

- Result: presentation of the ideal candidate within two hours