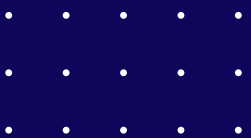




Case Study: IT Staff Augmentation for a Leading Banking Institution



Background

For several years, Ingeniosi has partnered with a major banking institution to provide IT staff augmentation services. This collaboration has been essential to the client's ability to meet their growing technological needs while maintaining flexibility in scaling their IT workforce.

In the face of the rapidly evolving banking and technology landscapes, the client required skilled professionals to support their critical digital transformation projects. Rather than hiring full-time employees directly, the bank turned to us to provide highly qualified IT professionals who could seamlessly integrate into their teams and work directly under their leadership.

The Challenge

With approximately 25 open IT positions each month, the client faced significant challenges in filling these roles quickly and with high-quality talent. While the bank had been able to close around 5 roles per month through traditional recruitment methods, the vast majority of the open positions remained unfilled.

Moreover, because these roles were to be filled through staff augmentation, the professionals needed to be quickly integrated into the client's existing IT teams, requiring a strong fit in both skills and company culture. The competition for qualified IT professionals, particularly those with specialized expertise, made this process even more challenging.

Our task was to provide qualified IT professionals as augmented resources under the bank's direct management, ensuring the right balance of speed, expertise, and cultural fit to meet their business and technology goals.



The Solution

To meet the client's staffing needs, we implemented a specialized staff augmentation strategy that prioritized speed, flexibility, and high-quality delivery. Here's how we approached the solution:

- 1. Building a Dedicated Talent Pool:** Understanding the specific skills required by the client, we developed a dedicated pool of IT professionals with the precise expertise needed to support the bank's technology initiatives. From software engineers to cybersecurity specialists, our talent pool covered a wide range of technical areas.
- 2. Proactive Staff Augmentation Approach:** Given the volume of open roles, we took a proactive approach to staff augmentation. By maintaining ongoing communication with a large network of IT professionals, we ensured that we could provide qualified candidates quickly when roles opened up. This pipeline of ready-to-deploy resources enabled us to fill positions more rapidly than traditional recruitment processes would allow.
- 3. Flexible, Scalable Solutions:** Staff augmentation allowed the bank to scale its IT teams up or down depending on project demands, without the overhead of hiring full-time employees. Our model provided flexibility, ensuring that the bank could quickly adapt to changing technology priorities without compromising on the quality of talent.
- 4. Smooth Integration into IT Teams:** As our augmented staff worked directly under the bank's leadership, ensuring smooth integration was key to success. Our team worked closely with the client's IT managers to align our resources with the bank's existing teams, ensuring that each professional was properly onboarded and supported to be immediately productive.
- 5. Maintaining Quality Despite High Volume:** Despite the high volume of positions to be filled, we maintained a strict focus on quality. Each IT professional we provided underwent rigorous vetting to ensure they not only had the required technical skills but were also a strong fit for the client's culture and way of working. This ensured a seamless transition into the team and minimized turnover.
- 6. Ongoing Support and Retention:** Beyond initial placements, we provided continuous support to our augmented staff, helping them grow in their roles and addressing any challenges they faced. This attention to professional development and retention ensured a long-term partnership with the bank and minimized disruptions to the client's IT teams.



The Results

Our strategic staff augmentation approach has yielded significant success, delivering valuable results for the client:

- **65 IT Professionals Successfully Augmented:** Currently, 65 IT professionals are working directly within the client's IT departments, contributing to various technology projects and initiatives across the organization.
- **High Volume of Successful Placements:** With 25 open positions each month, we consistently fill the majority of these roles. On average, we close 20+ positions each month through our staff augmentation model, providing the client with the resources they need to meet their project deadlines and technology goals.
- **Reduced Time-to-Hire:** By providing pre-vetted, qualified professionals ready for deployment, we significantly reduced the time-to-hire compared to traditional recruitment, allowing the client to scale their IT teams quickly and efficiently.
- **High Retention and Productivity:** The professionals we've placed have demonstrated strong retention rates and high productivity. They have integrated seamlessly into the bank's IT teams and have been key contributors to the success of critical digital transformation projects.
- **Client Satisfaction:** The bank has expressed high satisfaction with the flexibility and quality of our IT staff augmentation services. They value our ability to quickly respond to their staffing needs and the seamless integration of our professionals into their existing teams.



Client Testimonial



ingeniosi, helped attract talent in a record way for a key project. Taking into account specific profiles with specialized skills. They demonstrated that they had a strategic vision, looking for candidates with skills and values in line with the company and for the near future. Their Core is to be experts with experience, ethics and professionalism.

Alejandra García
Subdirectora HRBP de Global Banking and
Markets y Global Technology Services

Conclusion

Our staff augmentation partnership with this leading banking institution showcases the value of flexibility, speed, and quality in addressing the complex staffing needs of IT departments. By providing top-tier professionals who work directly under the bank's leadership, we've helped them scale their IT teams quickly and effectively, ensuring they have the right talent to drive their technological initiatives forward.

With 65 professionals currently deployed within their IT teams, we continue to support the bank's success through our agile, high-quality staff augmentation services.

Key Takeaways

- 1**  **Staff Augmentation Focus:** Delivering highly skilled IT professionals to augment the client's IT teams, offering flexibility and scalability.
- 2**  **High-Volume, High-Quality Placement:** Consistently filling 25 roles per month, with a focus on quality and cultural fit.
- 3**  **Reduced Time-to-Hire and Increased Productivity:** Quickly deploying professionals to ensure fast integration and immediate contributions to critical IT projects.
- 4**  **Client-Centric Flexibility:** Providing the client with the ability to scale IT resources up or down based on their needs without the overhead of permanent hires.



Case Study: IT Staff Augmentation for a Leading Banking Institution

