



# IT Services Powered by Korn Ferry

Motivated by our desire to be the world's leading people and organisational advisory firm, capable of answering talent challenges at every level of the organisation, we have extended Korn Ferry's IT search services beyond executive and management level roles. The addition of Korn Ferry's IT Services group, which specialises in the fulfillment of individual contributor level roles, allows us to be your end-to-end talent management partner across all levels of your IT department; delivering on talent ranging from CIOs / CTOs to Developers and Data Engineers.

## Why Korn Ferry's IT Services?

Discovering qualified specialists in the IT space is one of the most pressing issues businesses face today. With the addition of our IT Services Practice, Korn Ferry is now uniquely positioned to help you identify and attract these key professionals and scale your organisation to meet the ever-changing demands for technical talent.

One of the key factors in an organisation's inability to fill roles at the individual contributor level is speed to market. With that in mind, Korn Ferry's IT Services group has developed a unique, matrix-based, recruiting approach which allows us to shorten your time to fill and increase your chances of landing the right resource in a timely manner. Our tenured staff of IT recruiting specialists proactively source candidates that display an expertise in our areas of core competency: Data Analytics, Software and Cloud Architecture and Engineering and Cyber Security.



## COVERAGE AT A GLANCE

### INDUSTRY EXPERTISE

- Consumer
- Financial
- Healthcare
- IT/Professional Services
- Life Sciences
- Technology
- Industrial

### DOMAIN EXPERTISE

- Big Data Engineers
- Software/Application Engineers
- Application/IT Architects
- Cyber Security Specialists
- Web Developers
- Database Developers & DBAs
- Cloud Engineers & Architects
- Network Specialists



In addition to proactive, matrix-based recruiting, our IT Services practice also focuses on a deep technical vetting process that is designed to produce the most technically qualified candidates for your needs. After our team of IT specialists conducts deep technical screenings to validate a candidate's abilities, we leverage a fully customizable testing platform that allows us to test their ability to write syntax and understand technology/ platform nuances. The end result is a fully vetted technical candidate, that meets your unique needs, in a timely manner.

**A typical multiple search engagement.**

**Client need:** An organisation is upgrading their technology stack and needs to build a team of 50 IT resources that has expertise in the new technology platform and covers multiple locations. The company's internal recruitment teams are already stretched and lack direct technical expertise in recruiting this particular type of resource. Boutique search providers cannot deliver this level of volume and coverage.

**Solution:** A challenge like this is tailor-made for Korn Ferry's multiple search services. We engage with the client using our proven and proprietary search process, working through one project manager who coordinates the efforts of the Korn Ferry team. For the client, there is one point of contact for all roles, immediate access to a database chock full of qualified, passive candidates, that are fully vetted, technically, and a services contract scaled and discounted by volume with one outcome in mind: success.

**SPOTLIGHT ON MULTIPLE SEARCH INITIATIVES**

In today's intensely competitive global economy, the kind of talent needed to drive growth, innovation and strategic change is more prized and highly sought after than ever before. Our IT Services team is here to help you grow your IT talent at scale and, in most cases, that means multiple searches at the same time.

Korn Ferry's multiple search services are designed to offer expert and dedicated support for organizations facing a number of business-critical hiring challenges. In short, it's a strategic search service for multiple individual contributor level roles. Leveraging Korn Ferry's own deep and rich professional-level talent pools, our multiple search offerings provides unbeatable reach and cost-effectiveness for small to large scale technology build-outs.



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**About Korn Ferry**

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.