



THE CLIENT

The Massachusetts Institute of Technology (MIT) is a world-class educational institution whose mission is to advance knowledge and educate students in science, technology, and other areas of scholarship that will best serve the nation and the world in the 21st century. MIT is independent, coeducational and privately endowed. It is accredited by the New England Association of Schools and Colleges, Inc., through its Commission on Institutions of Higher Education.

PROVIDING IT CONTRACT-TO-HIRE EXPERTS TO SUPPORT MIT'S ENTERPRISE STUDENT SOFTWARE APPLICATIONS TEAM MAINTAINS HIGH LEVEL OF PERFORMANCE FOR CAMPUS, ENTERPRISE-WIDE BUSINESS SOLUTIONS.



THE CHALLENGE

Similar to its counterparts in the enterprise world, even academic-focused entities where learning, rather than commerce is crucial to success, demand an agile and stable infrastructure plant.

Serving as MIT's central IT department Information Services and Technology (IS&T) ensures critical day-to-day business operations by working with the Institute's faculty, students, and staff to maximize the value of information technology to their work.

Categorized as a Directorate within IS&T, Student Administrative Information Services (SAIS) bridges technology and business expertise in diverse functional areas including financial, logistics, and human resources. Its core purpose is to provide outstanding service around high impact, enterprise-wide and departmental business solutions.

Although SAIS relies heavily on its legacy infrastructure solutions, in recent years it has turned its efforts to recruiting experienced web-based database, Java development and data warehousing professionals. This includes IT professionals with applied knowledge of both Hibernate object-relational mapping (ORM) and the Spring Framework, an open source application for the Java platform and .NET framework.

OUR SOLUTION

In selecting candidates for placement that best fit these criteria, Global Technical Talent needed to first identify
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VALUE ADDED

- Continued to meet or exceed client's expectations for response time by presenting expert IT consultants within 24 hours.
- Provided expert IT consultants that consistently met or exceeded project expectations, deadlines.
- Satisfied the client's need for competitive terms of compensation, coming within or below budget.
- Enabled client to retain consultants beyond project end dates, seamlessly migrating their talents to complimentary business units.
- Successfully filled strategic consultant positions "on-demand," enabling the client to maintain a professional level of performance without sacrificing downtime to search for a replacement.
- Responded rapidly to urgent requests when missing milestones or delivery deadlines were at risk.



"Global Technical Talent has done an outstanding job in providing highly qualified candidates in an impressively prompt manner.

Even within MIT's strict selection process for locating staff augmentation personnel, Global Technical Talent has consistently provided preferred resources."

— David Orr

Consultant, Student Administrative Information Services (SAIS)



OUR SOLUTION-CONTINUED

IT individuals with top-notch emerging technologies expertise who also offered a solid education background and lifecycle development experience. In addition, a candidate comfortable working with MIT's polyglot of legacy and emerging IT solutions—was also desired.

By applying its proven internal recruitment methodology Global Technical Talent was able to respond almost immediately (typically 24 hours) with three qualified candidates. As part of this process Global Technical Talent presented IT experts that, in addition to highly polished IT skills, were also able to "fit in" to an education-based environment where the capacity to seamlessly navigate competing business and technical priorities is highly prized.

To ensure that outcome on a consistent basis Global Technical Talent presented MIT only with those potential contractors that were best suited for the responsibilities of the intended role. For example, whether for MIT or other clients, multiple resumes are never conveyed to a hiring manager. Rather, each candidate behind that resume has discussed the position, in full, with the Global Technical Talent recruiter to assess best fit as well as availability for and interest in the position. As a result, the ratio of quality candidates presented to the SAIS hiring manager to interview, make an offer and ultimately have that candidate become part of that team exemplifies Global Technical Talent's "best-of-the-best" professional IT commitment to its clients.

The selection process used to evaluate and place candidates sometimes results in additional benefits to clients. In the case of MIT, for example, a consultant's expert IT skills were applied to technical projects that, although different from the role for which they were initially recruited, proved beneficial to the school's long-term infrastructure vision.

Global Technical Talent has rapidly become a valued partner to MIT, providing on-demand, highly-responsive recruiting services for SAIS including sourcing a consultant for the Quality Assurance team in less than one week's time from screening to acceptance.

As MIT makes continued inroads to support web-based and emerging technologies for migration to online coursework and student registration, the demand for expert IT professionals will only increase. With a history of recruiting consultants that continue to meet or exceed expectations at all levels, Global Technical Talent remains a competitively-priced, talent-rich staff augmentation provider to MIT and its SAIS directorate. ■

POSITIONS FILLED

- QA Tester
- Business Analyst
- Business Systems Analyst
- Project Manager
- Software Developer (Java, web-based technology, data warehouse, security, systems administration)



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