



Business Type: IT Consulting & Applications Development
Staffing Need: ColdFusion Programmer

Computer Solutions of Keene is a highly successful IT consulting firm dedicated to helping businesses large and small avoid costly, unplanned network downtime and security breaches. They contract with businesses to provide professional IT consulting services at a fraction of the price that it would cost those same businesses to staff their own equally qualified IT personnel.

Challenges:

- ✓ Project based work for client required highly specialized skill set
- ✓ Short lead time between winning contract and beginning deliverables
- ✓ Finding and retaining highly qualified individual with capability of meeting client's needs
- ✓ Particular skill set is only part of the equation – individual must also be a “good fit” with other project team members
- ✓ Project required individual get up to speed quickly while remaining flexible enough to work independently

Solution:

- ✓ Masiello Employment's professional, experienced staff made every effort to understand the specific needs – not only focusing on hard skills, but taking into consideration the circumstances and the existing company culture
- ✓ Masiello Employment's Staffing Consultants responded immediately by pulling candidates from a broad range of resources – including their extensive applicant database and vast advertising channels - and selecting candidates best fitting the current need
- ✓ Masiello Employment provided Computer Solutions with a selection of pre-screened and interviewed candidates along with information to help in the decision making process
- ✓ Masiello Employment scheduled interviews and arranged for various meetings with Computer Solutions' staff members

Results:

- ✓ The search was an undisputed success according to Computer Solutions' execs
- ✓ The programmer hired to fill the position assumed his responsibilities quickly and efficiently, providing their client with immediate and positive results
- ✓ From start to finish this search process took less than two weeks, involved only three (3) interviews by Computer Solutions and ended with their hiring a superb candidate who best suited the needs of the position
- ✓ Upon completion of the project, this individual's talents and versatility are such that Computer Solutions will be able to assign this employee a variety of other programming contracts and capitalize on his expertise within their own business environment