

AUGMENTATION LIFECYCLE

Resource Requirements Captured By Account Manager

Initial Capture

- Resource Requirements are discussed & captured Timelines established
- Specific skills & technology discussed
 - Soft skills discussed.
- Written requirement and job description from client passed on to recruiters

Candidate Search, Interview & Filtration

2 - 10 days

- Requirements passed on to recruiters electronically
- Internal resume database is explored for a match
- Round 1 interviews to capture non-technical information and check for personality and soft skills
- Round 2-N interviews to assess technical knowledge and experience, there are usually more than one interview per candidate in this area.
 - Reference/ background check
- Candidates ranked and selected to be presented to the client

Client Interview Process & Candidate Selection

2 - 5 days

- List of selected candidates & rates presented to the client
- Interview times are coordinated with appointed client managers and candidates
- Multiple interviews may be necessary if the candidate is from out of town.
- Feedback is given from the client on the candidates.
- Feedback helps recruiters narrow down better resources.
- Client managers decide on the candidate that fits the project best.
- Start date and candidate is verified

Candidate Selected, Start Date Established

2 days

- Selected candidate is contacted for confirmation
 - Start date is confirmed
- Location, managers and special instructions are given
 - SOW for the candidate is sent to the client for approval
 - Candidate Starts