



SAP Practice



SAP Strategic Staffing

“Big 4” IT Consulting Firm

CLIENT SITUATION

One of the “Big 4” IT consulting firms needed to partner with a global IT recruiting organization in order to supplement their SAP project needs with specialized SAP skillsets. The firm required not only a global organization that could quickly and effectively source multiple SAP candidates for projects across the US but an SAP practice which clearly understood their needs from a “nuts-and-bolts” perspective.

Fulfilling resource commitments was crucial to their delivery success. While selling projects is the first step to building business, delivering on promises is equally as important. If this “Big 4” consulting firm was unable to source urgent SAP project requirements they would lose tremendous credibility and future business.

COMSYS SOLUTION

The firm selected COMSYS due to their faith in COMSYS’ SAP specific depth of knowledge and the ability to quickly source high-demand requirements. Additionally, robust SAP Practice and ability to drive SAP projects both large and small made COMSYS an attractive partner in this space.

COMSYS utilized its SAP Practice in numerous ways to resolve the firm’s sourcing needs. First, COMSYS’ dedicated SAP recruiting team was able to both quickly identify, technically screen, and present multiple qualified candidates per role.

ABOUT COMSYS

- One of the largest IT services and solutions company in North America with revenues over \$750 million
- 52 offices in the US and Puerto Rico with additional offices in Canada and the UK
- Dedicated SAP Service Line:
 - SAP-Gold Consulting Partner
 - SAP-Certified “Services Partner”
 - Over 12 years of SAP Consulting Experience
 - 250+ Consultants
 - Extensive Relationships with Global SAP Partners
 - Offshore Development Center

Due to COMSYS’ extensive SAP knowledge and experience, the rapid sourcing enabled seamless resource integration. Second, COMSYS’ SAP practice was able to assist the firm via the involvement of COMSYS’ SAP Engagement Managers (EMs). By leveraging their skills and experience, COMSYS EMs were able to obtain the necessary information directly from the firm’s account managers providing more requirement clarity and accelerating the sourcing efforts.

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SAP Practice



Numerous SAP skillsets were utilized by this client. This included SAP technical skillsets such as Portal Developers, Sr. ABAP Data Conversion Analysts, Interface Architects, and Sr. ABAP Programmers. This also included SAP functional and business process skillsets such as HCM Functional Configuration specialists, BAR CO Functional Configuration specialists, and OTC Functional Configuration specialists.

A wide range of SAP technologies were required for this “Big 4” client. These technologies included mySAP ERP 2005, Netweaver, HCM, ECC 5.0, and Portal.

This ongoing relationship began in Q3 of 2006 and continues to the present day. Due to the success of this partnership, the firm continues to work with COMSYS for urgent, high end and high demand requirements.

This “Big 4” organization was further empowered by capitalizing on COMSYS’ extensive recruiting engine and proven processes. Regardless of the COMSYS recruiting source (National Fulfillment Organization, Local Branch, and SAP Practice) comprehensive technical screening was performed for all staffing submittals. This technical screening followed COMSYS’ initial recruit screening focused on communication skills, professionalism, high-level technical aptitude, etc.

Leveraging our SAP delivery staff of technology-certified subject matter experts, client submitted candidates were thoroughly interviewed by an experienced team of experts who specialize within the given technology (whether functional or technical). On average each technical SAP interview lasted approximately one hour and consisted of detailed, rigorous, and specific questions tailored to the given job requirements.

COMSYS was (and is) focused on ensuring that our consultants have the technical skills, experience, and personal qualifications that our “Big 4” client specified. COMSYS used our proven five-phased screening/interviewing process that incorporates a client-specific “pre-qualifying skill set questionnaire.” Developed in collaboration with the client, the questionnaire was used exclusively for qualifying consultant candidates and designed to ask specific technical questions relevant to the technical job requirements.

CLIENT BENEFITS

This “Big 4” organization continues to reap benefits from its relationship with COMSYS. The ongoing benefits realized include a partnership with an organization which can quickly acquire specialized SAP skillsets at competitive costs. This arrangement enables the firm to seek additional business opportunities with the confidence that required resources can be obtained on demand.

SOLUTION SUMMARY

COMSYS’ ability to leverage its experienced and dedicated SAP recruiting team along with its SAP Practice allowed this client to quickly deliver on promised commitments without the expense and administrative burden of hiring full-time employees.

COMSYS’ ERP Practice consistently delivers industry-leading SAP, Oracle, JDE and PeopleSoft solutions to a broad range of clients around the globe. With flexible delivery options ranging from staff augmentation to fully outsourced solutions, COMSYS can custom-tailor a solution for any need. With over 5,000 active consultants and employees, a 35-year history of success, and revenues approaching the billion dollar mark, COMSYS is setting the standard for technology consulting organizations around the world.



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