Global Shared Services

CASE STUDY
RECRUITMENT PHARMA

A Journey of Reliability and Success

OVERVIEW

The Client was one of the largest companies in the pharmaceutical industry, growing rapidly in both local and international markets. The goal of the project was to create an efficient and scalable system, which was to provide users with a seamless shopping experience, optimized for high availability and performance.

Key challenges on the Client side:

- Difficulty in attracting candidates with the right technical skills.
- A protracted recruitment process, extending the time to fill key positions.

SOLUTIONS IMPLEMENTED

- Audit of recruitment needs: Thorough analysis of job requirements and identification of candidate profiles.

- Candidate sourcing: Implementation of a multi-channel candidate sourcing strategy, including both traditional sources and modern recruitment tools.

- Shortening the recruitment process: Optimization of selection stages and introduction of tools for rapid assessment of competencies.

TECHNOLOGY

- Backend: PHP 7.4+, MariaDB, Magento 1
- Frontend: Vue.js, Vuex, SCSS (SASS), BEM methodology
- Version control system: GIT
- Project management tools: JIRA, Confluence
- Continuous Integration: Jenkins, Docker (test environments)
- Code Review: Bitbucket, GitHub

CONCLUSION

As a result of the above actions, GS Services reduced recruitment time by 30%, increased the number of applications from qualified candidates, and filled a key position, which translated into increased operational efficiency and final completion of the project on schedule.

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