

**RECRUITMENT CASE STUDY**

# Valiance Partners

## Summary

This case study details the recruitment solution Collins McNicholas delivered for Valiance Partners, who opened their European HQ in Citywest, Dublin, in November 2015. The case study gives background information on Valiance Partners, and documents the recruitment process and timeframe we followed. By May 2017, Valiance Partners had recruited the 10 employees for their office in Dublin. Further growth is expected over the coming months.

## About Valiance Partners



Valiance Partners are data migration specialists. Their expertise – combined with a proven Migration InSight methodology and purpose-built TRUseries migration software – allows them to offer a comprehensive migration solution for even the most heavily regulated industries. Valiance has managed more than 500 migrations for over 80 companies, including the world's leading pharmaceutical, medical device and biotechnology brands.

They specialise in data and content migration, data and content migration testing, systems consolidation, acquisition related consolidations, high-risk migrations, GxP data and content migration, strategic migration consulting, automated migration and migration testing software.

## Valiance Partners in Ireland



In November 2015, Valiance announced the formation of Valiance Partners Europe, Ltd., headquartered in Dublin, Ireland. With the expansion into Europe, Valiance can support its clients both locally and internationally from its Dublin based office.

Valiance Partners visited Ireland in conjunction with the IDA in June 2015, with the possibility of establishing their European Headquarters in Dublin. On their visit they wanted to meet and possibly interview potential candidates who could fulfil the Data Migration Specialists and Lead roles.

Collins McNicholas was approached by the IDA to provide market intelligence reports, data on skills and to source potential candidates. They selected Dublin as a location in July 2015. The initiative is expected to generate approx. 25 jobs over the coming years and Collins McNicholas was chosen as a recruitment partner for the project.

## Collins McNicholas Sourcing Strategy

Valiance required a niche skill set. They needed software candidates with proven data migration experience in the medtech and biopharma industries. A key feature of our sourcing strategy was the identification of technology professionals using LinkedIn Recruiter. We were able to source experienced candidates, both nationally and internationally, who were interested in interviewing for the roles.



## Selection Process

Collins McNicholas screened all suitable candidates in accordance with criteria and competencies outlined by Valiance. The process involved a technical test (a SQL test administered remotely for the candidate to complete within a given timeframe), a call with the US, usually over Skype, and an interview onsite with management team members. All candidates were corresponded with in a timely and professional manner.

Role	Candidates Interviewed by Collins McNicholas	Applications Presented to Valiance	Valiance Mgmt. Team Interviews	Roles Offered
European Director	4	2	2	1
Migration Specialist	45	20	13	6
Migration Lead	32	13	9	3
TOTALS	76	35	24	10

## Recruitment Project Timeline: June 2015



- JUNE** | IDA announce Valiance coming to visit in June and want to meet potential candidates
- JUNE** | IDA Itinerary – Valiance visit Dublin and meet candidates
- JULY** | Dublin chosen as preferred location
- AUG** | Valiance come to Dublin to carry out 2 days of interviews
- SEPT** | First job offer made to Data Migration Lead
- OCT** | Candidate starts in Valiance
- NOV** | Valiance Dublin office officially opened

In the first 3 months, 4 people were hired. Within the first year, 6 people were hired including the European Director.

## Conclusion

Valiance has been very successful in recruiting their first and subsequent rounds of IT professionals in Dublin for their European Headquarters. Collins McNicholas will continue to partner with Valiance Partners in their recruitment of highly skilled technology professionals into 2018 and beyond.

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