



# HOW A LEADING EUROPEAN BANKING AND FINANCIAL SERVICES GROUP HIRED 300 INTERNS IN JUST 2 MONTHS WITH HIREPRO

AI-powered assessments, targeted outreach, and strong employer branding turned a nationwide hackathon into a high-volume hiring success

# About the client

## WHO THEY ARE

One of the largest global banking groups headquartered in Paris, France, with over 200,000 employees across 70+ countries.

## THEIR SERVICES

A wide range of retail, investment, and corporate banking services to individuals, corporations, and institutions.

## EMPLOYER HIGHLIGHTS

Known for their commitment to sustainability, innovation, and worldwide expansion, as well as employee well-being, diversity, and inclusion.

## WHY THEY CAME TO HIREPRO

HirePro proactively initiated the engagement, reaching out to the client at a time when they were exploring alternatives to their existing recruitment vendor in India, due to gaps in scalability, reach, and execution efficiency.

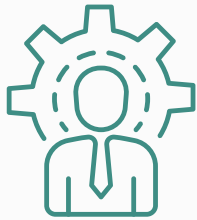
HirePro was onboarded as the strategic partner to design and execute a nationwide, large-format campus hackathon to drive high-quality IT hiring outcomes.

## The challenge

- Support a high-volume hiring mandate of 300 interns within 2–3 months
- Minimise physical coordination with a fully scalable, virtual model
- Maximise reach and participation through a nationwide virtual hackathon
- Offer a structured, transparent process with real-time updates



# Our strategic edge



Extensive access to Indian campuses, including top NIRF-ranked institutions



A fully automated, tech-enabled recruitment journey



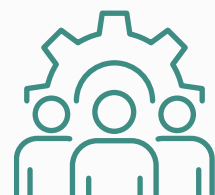
High-volume hiring with minimal logistical overhead



Secure, bias-free, data-driven evaluation at scale



Enhanced employer visibility and candidate engagement



Seamless coordination with client POCs and college stakeholders

# Our execution strategy

## PHASE 1: Strategic Planning and Role Alignment



- Designed a recruitment workflow specific to their goals
- Identified top NIRF-ranked colleges offering 6-month internships
- Created role-specific question papers for targeted profiles

## PHASE 2: Outreach and Candidate Engagement



- Hosted the final rounds in metro cities like Bengaluru, Mumbai, and Chennai
- Engaged with a targeted list of 100 campuses and mobilised student registrations
- Verified candidate eligibility (CS, IT, and Electronics) and validated submitted details

## PHASE 3: Assessment and Evaluation



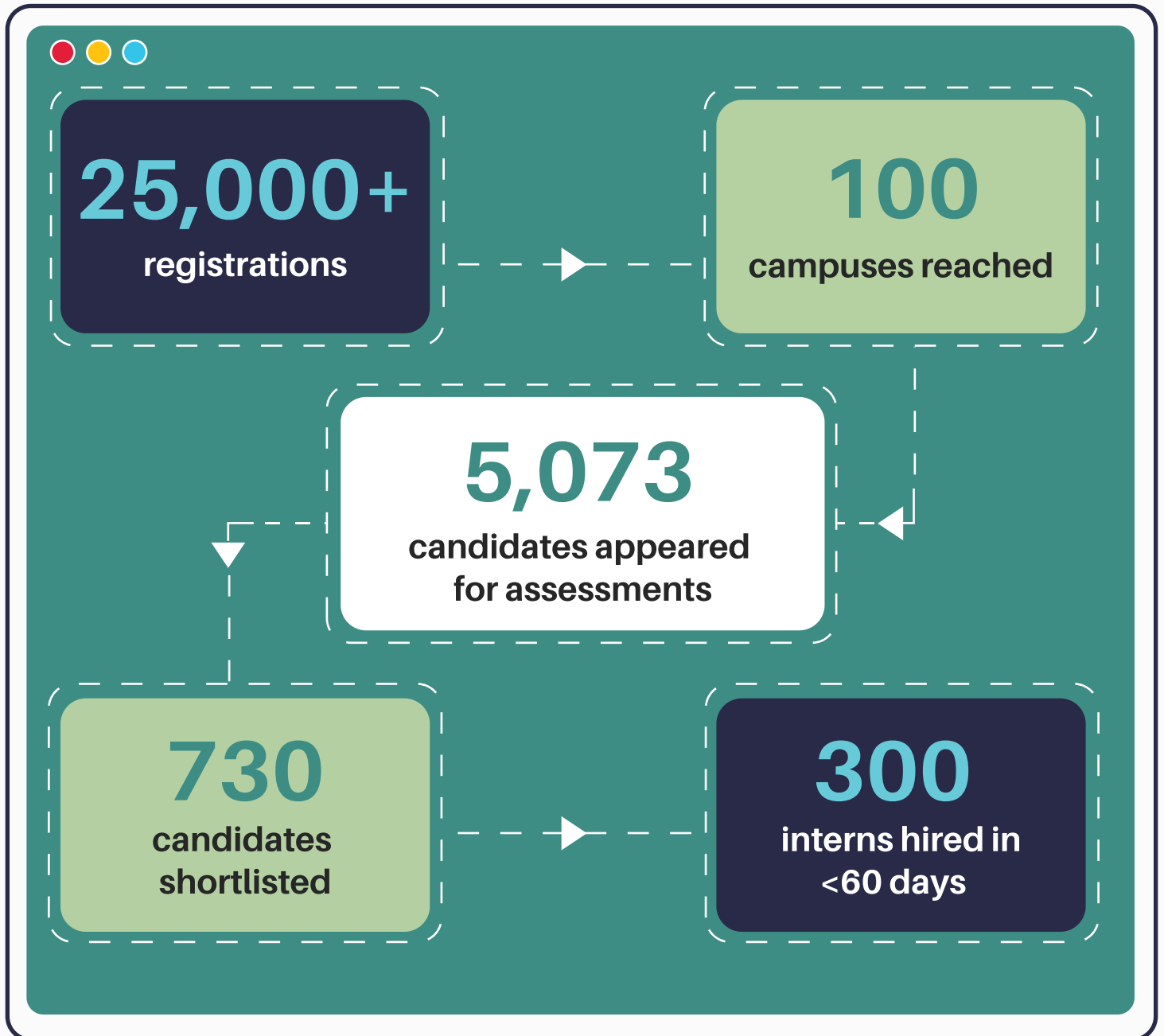
- Hosted online assessments covering Aptitude, English, Technical skills, and Coding
- Partnered with client POCs to finalise shortlist
- Leveraged our AI-based platform to enable secure and scalable evaluations

## PHASE 4: Final Selection and Onboarding Readiness



- Communicated results to colleges and candidates
- Coordinated with colleges and final-stage candidates
- Ensured candidate participation in interviews/onboarding

# Numbers that matter



# The HirePro advantage

Because the world needs great talent, we make it happen with the unified strength of Careernet, Longhouse, and MyCareernet. As an AI-powered recruitment platform, at HirePro, Fearless Hiring is at the heart of everything we do. Our mission is to make the unpredictable world of hiring predictable with our profound expertise, AI technology, and impeccable service.

Established in 2004 and headquartered in Bengaluru, we offer pre-eminent technology platforms and allied services to companies that require expert support to navigate the talent landscape. Serving as the partner of choice for businesses worldwide, we help fearlessly navigate the intricate phases of the recruitment supply chain.

