



Case Study

OnX Helps Provincial Energy Regulator Source Niche IT Talent

Client

Canadian energy regulator

A provincial energy regulator manages the longevity of natural gas, oil, oil sands, and coal resources, ensuring their development is organized, effective, and environmentally conscientious. For more than 35 years, the organization has adapted to new government policies, increases in regulatory responsibility, and changes in priorities.

Challenge	OnX Solution	Results
<ul style="list-style-type: none">• The client was facing issues sourcing niche IT talent.• The client needed senior-level resources with both expertise in directing implementation projects and with SAP Material Management module experience.• Current Staff Augmentation vendors partnering with the client were unable to provide qualified individuals.	<ul style="list-style-type: none">• OnX senior level recruiters leveraged their vast networks to shortlist suitable applicants.• OnX leveraged their own internal technical SME's to vet select candidates.• OnX's aligned Engagement Manager maintained open lines of communication with the client to monitor project initiatives, to provide guidance, and to proactively prepare for any future requirements.	<ul style="list-style-type: none">• OnX was able to successfully place two out of the three difficult to fill roles.• OnX is now one of four partners currently providing Contract and Staff Augmentation services to the client.• The Engagement Manager regularly checks in to ensure that their resources are fully integrated, performing well, and are supported throughout their engagement.

Challenge

The Provincial Energy Regulator was having trouble finding qualified candidates to fill three niche IT roles, and their current Staff Augmentation partnerships were falling short in sourcing these individuals.

The client struggled to find senior-level resources with both expertise in directing implementation projects and with SAP Material Management module experience. They also desired a candidate with IT Service Management technology training that would mesh with their business culture while working effectively with stakeholders.

Seeking aid outside of their current IT staffing vendors, the organization decided to share their mission with OnX to test their ability to source high quality candidates with the required attributes.

OnX Solution

The organization enlisted OnX to source candidates to fill these challenging roles. Through its IT Consulting Services group, OnX was able to quickly identify, qualify, and submit shortlisted candidates to the client, successfully filling two out of the three difficult positions, including a resource willing to relocate from outside of the region.

The aligned OnX Engagement Manager regularly checks in to ensure that their candidates are fully integrated, performing well, and are supported throughout their engagement.

Results

OnX was able to source an SAP technical lead, as well as an ITSM subject matter expert, filling two out of the three niche IT roles that the client needed. Thanks to these successful placements, the client took OnX on as one of four partners currently providing the Energy Regulator with Contract and Staff Augmentation services.

OnX has continued to provide the organization with exceptional candidates in various roles including project managers, project coordinators, technical writers, end user support analysts, BI resources, and architects.