

DAKSTA



DATA CENTRE RECRUITMENT

CONNECTING MISSION CRITICAL TALENT

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CONNECTING DATA CENTRE TALENT

HELPING YOU ACHIEVE YOUR DATA CENTRE MISSION



ABOUT US

Daksta are the leading recruitment business in mission critical recruitment globally, we have a particular focus on connecting leading organisations with experienced and technically outstanding individuals. We operate across Europe, Asia and North America, providing both contract and permanent staff through a range of solutions including both contingent and retained assignments.

We are dedicated to delivering tailored solutions to combat the number one challenge within mission critical markets - Securing and retaining talent.

Daksta are able to connect the best Mission Critical talent by continually networking with both highly skilled professionals and innovative clients.



ACCREDITATIONS

Daksta are proud members of both REC and APSCo.



Corporate
Member



WHY ARE WE THE BEST AT CONNECTING MISSION CRITICAL TALENT?

1

Speed

Our deep network of Mission Critical professionals allows us to connect talent with our clients quickly and efficiently.

2

Quality

Our priority of quality over quantity ensures that we connect the best talent in the market.

3

Delivery

Proven with our clients across our tenure, our commitment to you is that we'll deliver on what we promise.

Building the right team takes time, dedication and expertise. Thankfully, Daksta have a proven track record in being able to consistently deliver by offering bespoke services to our clients which include Contingent, Retained, Executive Search and Project RPO solutions.

Our transparent and consultative approach will always set us apart when speaking to both candidates and clients, a simple technique which is rarely executed well.

OUR SERVICES



CONTRACT RECRUITMENT

Daksta's highly efficient sourcing service is ideal for clients requiring flexible resource for immediate/short term needs, or specialist skills to supplement in-house expertise. Our in house compliance teams adopt rigorous screening processes to develop talent pools of pre-qualified candidates in preparation for the supply of specialist teams or project assignments.



PERMANENT RECRUITMENT

Daksta's dedicated permanent teams provide each client with a single point of contact, so we can develop a genuine business partnership and establish a thorough understanding of your resource requirements, hiring patterns, company culture/ working environment and business processes. Armed with this information, Daksta's teams will make educated decisions on the suitability of candidates for your long-term business needs.



EXECUTIVE SEARCH

To build a top-quality senior management team, one that drives profitability and creates a competitive advantage over your market competitors, you need to find the right people. Daksta will help you do just that.

Daksta will uncover and recruit the finest senior level candidates for leadership roles across our specialist industry sectors. We work with you to define exactly who you require, then use our exceptional sourcing skills and expertise to uncover and recruit them.



PROJECT RPO

Daksta's Project RPO model supports your existing team when additional resources, expertise, and tools are needed to address a hiring demand that extends beyond your current reach. Whether you are adapting to a seasonal hiring ramp up, or a new business win - our team has the resources and skills to meet your needs, quickly and effectively.

With pre-defined goals and agreed deliverables, all parties understand what success looks like with our RPO solution. Daksta will assume responsibility for an agreed hiring project and will offer an end-to-end service with full visibility of project scope, process and review. This will be an agile and cost-effective answer to changing business demands/hiring needs with Daksta becoming an off site extension to your business.



DATA CENTRE RECRUITMENT

OUR BUSINESS PRIORITY IS SECURING TALENT
SO YOURS DOES NOT HAVE TO BE

GENERAL OVERVIEW

Daksta's Data Centre team remain at the core of our business. Our expert consultants are embedded in the data centre sector, therefore giving our clients peace of mind that the business critical challenge of sourcing and retaining personnel, will be taken care of. We work with a range of organisations in the Data Centre industry, including: Colocation providers, Consultancies, Commissioning contractors and specialist engineering contractors.

WHY US?

- Data Centre specific network
- Expert consultants dedicated to the Data Centre market
- In country experience (Cost of living, working culture, local customs, working hours, salaries)
- Language capability
- Key market insights
- Excellent communication
- Latest technologies
- Flexible and agile approach
- Results driven processes

KEY DATA CENTRE PROJECTS WE HAVE WORKED ON

- 20 MW Hyperscale Data Centre – Amsterdam
- 22 MW Hyperscale Data Centre – Dublin
- 40 MW Hyperscale Data Centre – Zurich
- 20 MW Hyperscale Data Centre – Stockholm
- 27 MW Hyperscale Data Centre – Frankfurt
- 90,000 sf Live Data Centre – London
- 1MW Data Hall – Live facility - London



CASE STUDIES

POINT OF CONTACT: TALENT ACQUISITION MANAGER

TYPE OF COMPANY: ENGINEERING CONTRACTOR

PROJECT TYPE: DATA CENTRE

LOCATION: AMSTERDAM, THE NETHERLANDS

RECRUITMENT CHALLENGE:

Following a number of successful bids across Europe, this leading Engineering Contractor needed to achieve their demanding hiring goals to successfully fulfil their project commitments. The Internal Recruitment Manager had a target of 15% direct hires, but with a large supply chain to manage, and endless time-consuming tasks associated with this management piece, their current direct hire fulfilment rate was at 5% of all hires made.

DAKSTA SOLUTION:

To meet not only their aggressive hiring goals, but their direct hiring target, the Recruitment Manager turned to Daksta to implement a recruiting and supply chain management solution focused on project fulfilment - The solution implemented was our Master Vendor recruitment model. Utilising our experienced recruiters, channelled through a specific Account Manager, Daksta were given a defined number of roles to recruit for, and the responsibility of managing/utilising the 2nd tier supply chain if pre-agreed service level agreements were not going to be achieved. This model allowed the Recruitment Manager to focus their time on direct sourcing, and recruitment strategy, which saw cost savings for the business due to lower external agency spend.

RESULTS:

Daksta successfully completed this urgent recruitment project and have since expanded into other locations using the same model with the business. Direct hire fulfilment rate increased to 22% for this specific project, and Daksta were able to directly fill 70% of the remaining roles within the pre-agreed time frames. The remaining 8% of positions were filled through an engaged 2nd tier supply chain, where Daksta took full responsibility for role briefings, CV screening and submittal, interviewing arranging, offer management and more on behalf of the 2nd tier supply chain, ensuring one point of contact for the end client at all times.

TESTIMONIAL:

"After a successful relationship working with Daksta as part of our PSL, we committed to working with Daksta on an exclusive basis and utilised their supply chain management service to reduce our internal workload. Daksta worked with us to develop a talent strategy that not only successfully met the deadlines to deliver our project on time, but added high level calibre talent to our team, and also enabled our TA team to focus on direct sourcing."

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