



Colacril relied on Visionnaire to find suitable IT professionals for its projects

Colacril is a company with a factory in Campo Mourão, Paraná, that faces a current challenge: hiring trained professionals in the area of Information Technology (IT).

In short, demand for IT professionals is at an all-time high, while supply is lacking. It is no coincidence that the figure of the Tech Recruiter emerged, that is, a recruiter specialized in IT projects and other technological initiatives who, in addition to the typical skills of the Human Resources area, have constantly updated knowledge about programming languages and emerging technologies.

Colacril, like many other companies, experienced the difficulties in finding IT professionals and the need to look for specialists to find the most suitable ones for different projects. In the context of the job market, the term Hunting is used to designate the search for the ideal person to fill a highly specialized position, following a rigorous selection process that includes not only the technical requirement, but also the suitability of the candidate to the organizational culture of the company.

Due to the complexity and difficulty of filling these vacancies, the Hunting service must be carried out by specialists in the field, such as Visionnaire, which found and selected the right professionals for Colacril's specific needs on different occasions, using its specialized Human Resources team (HR), which fully conducted each Recruitment and Selection process.

Visionnaire used its network and modern technologies to speed up and guarantee accuracy in the searches, which included selection of candidates, prior interviews, referral to interviews with Colacril, follow-up and recruitment procedures until the actual hiring.

Since 2021, Visionnaire has managed to find the most suitable professionals for Colacril in four selection processes, even in a highly competitive environment. The vacancies filled were as follows:

- 3 vacancies for Junior Infrastructure Analysts;
- 1 vacancy for Full Systems Support Analyst.