



Visionnaire became Equiplano's partner for the Recruitment and Selection of highly specialized professionals

Equiplano, a Paraná-based company dedicated to public administration, sought a new, more advantageous Recruitment and Selection (Hunting) provider for IT professionals.

They faced a common market challenge: recruiting qualified IT specialists due to unprecedented demand exceeding supply. An Indeed study highlighted this scarcity, showing 11 out of 15 job offers open over 60 days were in IT.

Visionnaire partnered with Equiplano, providing specialized Hunting services. Their process included job description understanding, candidate interviews, executive summary submissions, selection process management, and follow-up until direct hiring.

Visionnaire's Human Resources team managed the entire process, prioritizing both technical skills and cultural fit. With Visionnaire's expertise, Equiplano overcame difficulties in hiring highly specialized professionals essential for technological development.

Visionnaire successfully completed 10 selection processes, filling critical IT roles such as Data Migration Developer Analyst, Java Architect, Mid/Senior Front-End Angular Developer, Full Stack Java Developer, Mid Java Developer, and Junior Java Developer.

Visionnaire leverages over 29 years of experience in software development, accessing a vast network of IT specialists and its own database. They utilize Applicant Tracking Systems (ATS) and advanced tools, including AI, to identify, manage, and comprehensively analyze talent, optimizing time and investments. Visionnaire ensures compliance with client requirements by approaching hundreds of professionals for each vacancy, conducting personalized interviews, and applying technical tests. They also proactively advertise jobs and manage outsourced hired professionals at no additional cost, ensuring quality supervision and adherence to labor legislation. Visionnaire's goal is to provide specialized assistance and direct companies towards optimal choices and convincing results.