



## CASE STUDY

# Video Game Developer | Recruitment Campaign

## BRIEF

Having identified that they would need a flexible and scalable contingent staffing solution for their Quality Assurance (QA) department's aggressive deadlines, a client who develops video games appointed Volt to recruit a temporary pool of testers to achieve this objective.

## BUSINESS CHALLENGE

The client was working to very tight deadlines, with a growing workload. There was limited time to recruit due to the growing amount of testing that needed to be conducted to meet deadlines.

## BUSINESS NEEDS ADDRESSES

- Talent attraction
- Recruitment process management
- Talent management
- Cost savings

Length of Relationship: Since 2005



## SOLUTION

Firstly, Volt initiated a comprehensive sourcing campaign across the Midlands, to ensure that a significant pool of flexible workers were available to the client, at short notice.

Then, an extensive pre-screening and interviewing program was undertaken at the client's site, to remove the burden of this time consuming task from the client.

Volt had initially been asked to deliver 22 full-time testers and 2 test leads, working 40 hours per week, with potential for some overtime. After 2 weeks the employee numbers quickly escalated to 24 positions, covering 7 days a week for two 8 hour shifts per day, which effectively increased the required headcount to 64 testers and 4 test leads. Again Volt delivered within the client's highly aggressive time frame.

Volt worked with the client to ensure that testers received training on protocols, bug write-up and submission procedures, ensuring information was presented in their specified format.

## OPERATIONAL IMPACT

- End-to-end recruitment, selection, HR, scheduling and management services are effectively delivered
- The scalable test department solution has resulted in hard cost savings as the client is only using test resources as and when needed by their studio
- Volt has given the client the ability to largely downscale its own QA department

## RESULTS

The outcome was that the client released both of their titles on time for the Xbox 360 launch in the US.

The level of service delivered has resulted in the company continuing to work with this client to test new games. Volt's solution of highly flexible and scalable resources ensures that the client continues to maximise productivity-to-cost ratios.



## CLIENT PROFILE

**Industry:** Video game development

**Founded:** 1985

**Employees:** 114

**Operating Countries:** The United Kingdom

**Business Overview:** Established in 1985 to focus on the expanding console market, the company sealed a reputation for quality with a range of titles. The company's game development studio supported the Xbox 360 debut with two of the three launch games. Subsequent years has seen them continue to innovate and target top-tier development.