

CASE STUDY

**Business Analyst x2**

**INDUSTRY**

Manufacturing

**COMPANY SIZE**

Large; +2,000 employees



**BUSINESS SITUATION**

The company had built a project team of five people to move the company from a legacy platform to the cloud-based Oracle Fusion ERP platform across Australia, New Zealand, Asia and the US. The company had failed to find suitable Business Analyst talent on a contracting basis to fill two remaining positions. Without success, the hiring manager had interviewed 21 candidates over a period of two months causing delays and other negative impacts to the project.



**THE SOLUTION WE OFFERED**

For the specific project the company was recruiting for, our expert recruitment specialists identified that it was crucial for the business analysts to be both strong communicators and technically savvy – a combined skillset that is hard to find in a highly competitive and tight talent pool.

After a tailored and extensive search of well-established recruitment channels, Robert Half found the first Business Analyst within two weeks, with the company extending a job offer to the candidate the same day. Robert Half filled the role of the second Business Analyst also within two weeks. To help save the client time, virtual interviews were set up.



**CLIENT'S RETURN ON INVESTMENT**

The business analysts, who were initially on a 12-month contract, were critical to successfully moving company processes to the new Oracle Fusion ERP platform. They started the process with a detailed analysis of how existing workflows and processes could leverage the platform's functionality to become more efficient.

Due to the business analysts' proficiency in converting complex data and information into useful insights for non-technical leaders, the company CIO and CFO have been able to make more informed decisions around the implementation. These skills have also enabled technology developers to work more efficiently on tailoring solutions which includes being highly attuned and responsive to business needs.

Reporting on financial and operational insights, and clearly outlining problems, opportunities and solutions have been critical to the business analysts' roles. By engaging stakeholders in an organised and structured approach to defining business requirements, the company is on track to achieve its targets and deadlines for the global rollout of Oracle Fusion.

We can help you with your most complex talent sourcing needs.  
[Speak with a Consultant](#) today or submit a [job order form](#).