



# Driving Tech Talent Success in Retail

A Case Study



## The Company

This organization is a major North American retailer with operations spanning physical stores, distribution centers, and an extensive eCommerce platform. Their multifaceted business structure necessitates a wide variety of tech roles to support their operations, making them representative of other large, complex organizations TEEMA works with.

## Key Challenges

The retailer faced challenges in sourcing high-quality tech talent to support their complex operations, including:

- A diverse range of technical roles requiring specialized skill sets.
- The need for scalable hiring solutions to manage fluctuations in demand.
- Maintaining seamless operations across retail, distribution, and eCommerce platforms.

Initially, the retailer engaged TEEMA as a Tier 2 vendor, requiring proof of our ability to consistently deliver top-tier talent in a competitive environment.

# Strategy & Planning



**TEEMA employed a strategic approach to meet client needs:**

## Tailored Talent Solutions

Understanding the client's unique requirements and identifying candidates with the right mix of skills and experience.

## Proven Track Record

Leveraging our expertise to consistently deliver high-quality candidates across contract, contract-to-hire, and direct-hire roles.

## Collaborative Partnership

Building strong relationships with the client's hiring managers to ensure alignment on expectations and goals.

# Results & Success Metrics

## 1. Over 100 Tech Roles Filled

- Software Developers – Java / React / Mobile / Frontend / Backend / SDET
- QA Engineers & Analysts – Mobile & Web
- Platform Development Engineers – Cloud
- Interaction Designers
- Software Development Manager
- Technology Manager – IT Services Management
- Business Intelligence Analysts
- DevOps Platform Engineers
- Database Engineers & Admins
- Cybersecurity Specialists/Consultants
- Cybersecurity Architects
- Infrastructure Analysts
- Lead Performance Engineers
- and more

## 2. Impressive Talent Delivery

The retailer was highly impressed with TEEMA's ability to consistently provide top-tier tech talent, entrusting us to fill critical positions for key projects.

## 3. Rapid Execution

TEEMA became the retailer's trusted partner, quickly filling complex tech roles across various staffing models, enabling them to meet tight project deadlines.

## Primary Vendor Status Earned

TEEMA's strong performance led to us being named one of only two primary staffing vendors, solidifying our role in supporting their tech initiatives.

# Conclusion & Next Steps

TEEMA's successful partnership with a leading North American retailer demonstrates our ability to deliver high-quality tech talent across various staffing models. From a Tier 2 vendor to one of only two primary staffing partners, TEEMA has consistently met the evolving needs of large retail organizations.

Looking ahead, we aim to deepen our partnership, expand our role in other key areas, and apply our proven staffing strategies to help additional clients in the retail sector achieve similar success. TEEMA remains committed to providing top-tier talent to organizations navigating the challenges of digital transformation.

