VISIONNAIRE

Visionnaire recruited highly specialized professionals for Arius Sistemas

Arius Sistemas has been a prominent player in the retail technology market, starting as a reseller of systems and equipment for Commercial Automation in São Paulo. Today, Arius is one of Brazil's leading suppliers of retail systems, with five offices in São Paulo and two software factories serving retailers nationwide. Arius Sistemas faced challenges in recruiting qualified IT professionals for roles such as Senior Oracle PL/SQL Developer, Mid-level and Senior Java Developer, Fiscal and Accounting Assistant, Tech Lead, and Senior Fiscal and Tax Product Owner. The demand for IT specialists exceeded the supply of qualified professionals, prompting the need for Tech Recruiters. These recruiters specialize in identifying and attracting talent in IT, blending HR management skills with updated knowledge of technological innovations.

Visionnaire addressed these recruitment challenges for Arius Sistemas by successfully conducting six selection processes. They filled all the positions, thanks to their expertise in Headhunting. Headhunting involves the meticulous search and attraction of ideal professionals for specialized roles, considering both technical skills and cultural compatibility.

Due to the complexity of filling specific IT positions, Headhunting must be performed by experienced professionals. Visionnaire, leveraging its extensive network and advanced technologies, managed the entire recruitment process for Arius Sistemas.

This included candidate screening, initial interviews, referrals for interviews with Arius Sistemas, process monitoring, and overseeing all recruitment stages until final hiring.

Ensuring candidates fit into the corporate culture was as crucial as technical qualifications. Visionnaire assessed the cultural context of Arius Sistemas to select candidates who would integrate well into the company's environment, fully meeting the client's needs.

In conclusion, Visionnaire's comprehensive Headhunting process enabled Arius Sistemas to fill critical IT positions effectively: Senior Oracle PL/SQL Developer, Mid-level and Senior Java Developer, Fiscal and Accounting Assistant, Tech Lead, and Senior Fiscal and Tax Product Owner, ensuring continued success in the competitive retail technology market.