

CASE STUDY

From 2300+ to the Best in just 30 Hours: Agile, Unbiased, and Accurate Tech Selection



INTRODUCTION

Vale S.A. is one of the largest mining and logistics companies in the world, a global leader in the production of iron ore, pellets, and nickel. Founded in 1942, the company operates in more than 30 countries and employs over 160,000 people. Vale has a revenue exceeding USD 40 billion, positioning itself among the world's 100 largest companies. The company holds a prominent global position and continuously invests in innovation projects through technology, seeking solutions to optimize processes, reduce environmental impacts, and increase operational efficiency.

SOLUTIONS

Vale S.A. launched a talent insourcing program and chose beecrowd to support the process. With an automated, unbiased, and efficient selection approach, beecrowd evaluated over 2,300 candidates in 30 hours, meeting Vale's ambitious deadlines. The focus was on selecting data science and engineering professionals who will work on projects related to artificial intelligence. The approach ensured accuracy and quality, enabling Vale to identify the best talent to drive its technology projects and meet global demands with efficiency and innovation.

BENEFITS

Reduction in recruitment time

beecrowd's automated solution accelerated the process, significantly reducing the overall selection time.

Accuracy in candidate technical assessment

The customized solution allowed for the precise evaluation of the required skills.

Clarity in results

The assessments and results were presented clearly, facilitating decision-making.

SUMMARY

Challenges

- Delay in closing job openings
- Projects negatively impacted
- Work modality vs. candidate expectations
- Misalignment in job title nomenclature
- Salary incompatibility

Benefits

- Reduction in recruitment time
- Accurate measurement of candidates' technical skills
- Quick response time
- Clarity in results
- Efficient partnership



"The beecrowd team demonstrated great ability to understand our needs, delivering fast and effective solutions. The technical assessment process was completed in record time, in an automated and unbiased manner, ensuring clarity in the results, free from bias. This efficiency significantly contributed to optimizing recruitment and reducing selection time."

Fabiana Nahas

Talent Acquisition - Gateway Programs