



# Damia Group Portugal and Sky

You don't have to struggle with the challenges of recruiting tech talent all on your own. Partnering with an RPO tech company allows you to tap into the resources and expertise needed to scale and organize your company.

Sky Case Study

## ABOUT THE SERVICE

The changing business landscape calls for a new way of acquiring talent. Damia Portugal's expertise and market knowledge helps scale out our clients businesses, bringing the right people and always taking into account the candidate's experience, the client's culture and the quality of life of our recruiters.

Our RPO solution doesn't replace jobs, it avoids any future wasteful recruitment hires.

### We helped Sky by:

- Gaining more market knowledge and experience
- Improving candidate experience
- Increase the quality of candidates
- Cost & time saving

## ABOUT THE CLIENT

Sky's technology center was formally inaugurated in Portugal at the end of 2015 by opening their facilities next to the Entrecampos train station. They're part of Europe's leading entertainment company with over 22.5 million customers across five countries, they make life easier by entertaining and connecting people.

Sky's operation in Portugal develops technological solutions for the group, from the applications that consumers use to the platforms that support them, such as online transmission services, to other technological support projects for the group's business areas.

They needed talented people to help them to create a successful future! And that's when Damia Group Portugal came to help!

"When companies like Sky choose to locate to Portugal to serve millions of people all over the world, what they say is that in Portugal they do well. It improves the country's image in the world" Siza Vieira.



# WHAT WERE WE DOING?

An RPO is an investment, it's a tailored solution to your recruitment needs!

Sky communications group wanted to expand their technological centre in Lisbon and increase to around 400 workers by 2021.

They were looking for a variety of different roles to be part of a dynamic team, to make sure Sky's technology delivers the best experience for their customers, including Back-End Engineers, Front-End Engineers, Mobile Developers (iOS and Android), Site Reliability Engineers, Functional Testers, Automation Testers, Technical Analysts to name a few.

## THE CHALLENGE

### OUR RPO JOSÉ BAPTISTA AT SKY PORTUGAL

José joined forces to find the best talent available for our clients! With more than 2 years recruitment experience he faced his biggest challenge – recruiting top talent in the midst of a Pandemic.

*"It really is an amazing experience. It's a challenge to manage all of the stakeholders between the RPO company and the service provider's company — no doubt about that — but you'll learn a lot from it and you'll grow exponentially both on a personal and professional level. This type of service is something we at Damia have been putting a lot of effort into and we intend to invest and grow even more. Stay tuned!" José Baptista.*

## WHAT WE DID?

**+70**  
people

**+100**  
offers

Back-End Engineers & Front-End Engineers,  
Mobile Developers, Site Reliability Engineers  
Functional Testers, Automation Testers and  
Technical Analyst.

## CONCLUSION

When companies are still in the process of building their bottom line, they have a lot to lose if they don't find the right talent. Damia Group Portugal have the know-how to look for employees who can help clients to confront the uncertainties that come with hiring in a new marketplace. Plus, they can make sure human resource policies meet regulatory requirements, avoiding legal ramifications.

**We believe Damia and José's RPO service with Sky was a wonderful experience for both**

Damia Portugal also celebrated winning the prize for the best recruitment partner from Sky Portugal two years in a row.



Damia Group