

About the Client

A **Fortune 500 automotive OEM**, headquartered in the **United States**, with R&D and technology hubs in **India**. The client is a global leader in commercial and passenger vehicles, with increasing focus on **electric mobility, connected vehicles, and embedded systems development** for next-gen smart cars.

Industry

Automotive | Digital Mobility | Embedded Engineering | Smart Vehicles | EV R&D

Project Title

High-Skill Resource Augmentation for Engineering & Digital Vehicle Programs

Scope of Work

- Deploy skilled talent across **embedded systems, infotainment, diagnostics, and testing** verticals
 - Build and maintain a **bench-ready pipeline** to support ramp-ups and critical deployments
 - Support a **hybrid delivery model** with talent distributed across Bangalore and remote tier-2 cities
 - Enable **end-to-end onboarding**, compliance, and governance for smooth workforce management
-

Challenges

Challenge	Description
High Attrition in Niche Roles	Unavailability of embedded and digital specialists was delaying project milestones
Aggressive Ramp-Up Timelines	Time-sensitive mobility programs required engineers within 2–3 weeks
Limited Vendor Agility	Previous vendors failed to match niche skill sets or scale hiring
Distributed Deployment	Remote and hybrid team support demanded agile onboarding & compliance

Solutions Provided by Suventure

✓ Dedicated Automotive Talent Desk

- Specialized sourcing for **Embedded C/C++**, **AUTOSAR**, **CAN**, **UDS**, infotainment, HMI, and diagnostics
- Used **LinkedIn X-Ray**, **ProRecruit**, **internal alumni network**, and GitHub sourcing for pre-vetted experts

✓ Accelerated Hiring Funnel

- Delivered **25+ quality profiles within 10 working days**
- Achieved **12–14 day average** from selection to onboarding
- Maintained **4:1 interview-to-hire ratio**, ensuring high accuracy and minimal rejections

✓ Compliant Onboarding & Governance

- Managed **BGV**, **contract documentation**, **payroll integration**, and **IT provisioning**
- Provided **live dashboards**, **SLA tracking**, and weekly stakeholder alignment

✓ Flexible Bench Deployment Model

- Enabled immediate roll-ins with a **readied bench pool**
 - Ensured **<7 working day SLA** for replacements or critical role backfills
-








Tech Stacks Used

- **Programming & Embedded:** C, C++, Embedded Linux
 - **Automotive Protocols:** CAN, UDS, AUTOSAR
 - **Infotainment & HMI:** QT, Android Automotive, QNX
 - **Diagnostics Tools:** CANalyzer, CANoe, INCA
 - **Automation & Scripting:** Python, CAPL, Shell
 - **Testing:** Manual & Automated Testing (Vector Tools, TestStand)
-

Suventure's Role as a Strategic Partner

- Became the **primary staffing partner** for the client's **engineering & innovation centers in India**
- Designed a **consultative engagement model** covering proactive hiring, talent pipelining, and onboarding ownership
- Helped the client **reduce time-to-hire by 55%**, increase team stability, and meet program deadlines
- Enabled **real-time dashboards** and SLA-based governance for **project delivery confidence**

Results Achieved

KPI	Impact Delivered
 Roles Filled	30+ niche positions onboarded within 6 months
 Time-to-Hire Reduction	55% faster than internal benchmarks (from 28 days to 12–14 days)
 Interview-to-Selection	4:1 ratio (high profile-to-hire match accuracy)
 Replacement SLA	<7 working days across all deployments
 Project Acceleration	Recovered 2 delayed programs by 4–6 weeks
 Hybrid Delivery Enabled	Supported 80% remote, 20% onsite model across locations
 Attrition Backfill Rate	100% replacement success rate with no extended downtime

Client Testimonial

“Suventure has demonstrated exceptional agility in delivering high-quality engineering talent. Their ability to understand complex automotive requirements and deliver quickly has been instrumental in keeping our project timelines on track. We consider them a key strategic partner in our digital transformation journey.”

— *Senior Delivery Manager, Global Automotive OEM*