

CLIENT CASE STUDY

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Executive Hiring for an Undisclosed Tech Pioneer

Convincing senior candidates to join a company without telling them which company it is

How Spectrum Consultants recruited senior hardware and systems software candidates with 8 to 20 years of experience in just six months—without disclosing the client's identity

Industry

Deep Tech, Hardware & Systems Software

Engagement

Confidential Executive Search & Stealth-Mode Talent Acquisition



Overview

A stealth-mode technology startup was preparing to launch its India center, spanning both hardware and systems software domains. Given the early, confidential stage of the company, all details of the client's identity, product, and roadmap had to remain undisclosed throughout the search process.

The Mandate

Build a **senior team across a highly specialized set of technical domains**: hardware, system software.

Challenge

CONFIDENTIALITY CONSTRAINT

We were not permitted to disclose the company's name, identity, or specifics to any candidate at any stage of the process — a significant trust barrier in senior-level hiring, where candidates typically want full visibility before engaging seriously.

SPECIALIZED, SENIOR-LEVEL SKILL SETS

Each function — required deep, hard-to-find domain expertise at a Senior level, not just execution-level talent.

COMPRESSED TIMELINE

The client needed the entire senior team in place within 4–6 months.



Our Approach

Domain-led Sourcing

Spectrum drew on its established network and database within the hardware and systems software ecosystem to identify relevant senior talent quickly.

Confidential Positioning

Our team met candidates and walked them through the opportunity, mandate, and scope of the role in depth — building genuine interest and trust without revealing the company's identity.

Precision Mapping

We mapped candidates from premium institutes currently working at companies with comparable domain focus, ensuring strong technical and cultural fit despite the information constraints.

Dedicated & High-Touch Team

A focused senior team from Spectrum was assigned to the mandate, taking a hands-on approach to build candidate conviction and address concerns that would normally be resolved through company transparency.



The Outcome

Spectrum **successfully built the client's senior team** of 11 members with **experience ranging from 8 to 20 years across all required technical domains within 6 months**, while maintaining complete confidentiality throughout.

Why It Worked

Confidential and stealth-mode searches are among the hardest mandates to execute, because they remove the very tool most recruiters rely on: the company's brand and story. By combining deep domain credibility, a high-touch relationship-led approach, and precision candidate mapping, Spectrum was able to build trust and conviction on the strength of the opportunity and team alone — delivering a full leadership bench on time.

*For **Spectrum Consultants**, this mandate solidified our standing as a trusted executive search partner, proving that deep domain credibility and high-touch relationship management can overcome substantial trust barriers and attract top industry leaders without relying on brand disclosure.*

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Empowering Global Enterprises Through Intelligent Talent Solutions since 1995

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30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.