



New York City, NY 10013

# Building a Data Powerhouse: Executive Search for Walmart's Big Data & Analytics NYC Team

## Introduction

Walmart Tech, has been at the forefront of utilizing big data and analytics to drive business decisions, enhance customer experiences, and optimize operations. Recognizing the need to leverage data insights for competitive advantage further, Walmart Tech embarked on an ambitious initiative to expand its big data engineering and data analytics organization. The goal was to fill 12 critical roles, spanning principal engineers, managers, and VP levels, within an aggressive 8-week timeline, with a particular focus on executive search to ensure leadership that could drive innovation and growth.

## Objective

The primary objective was to strategically enhance Walmart's big data and analytics capabilities by attracting top-tier talent in principal, managerial, and executive roles in NYC. This initiative aimed not only to fill the current talent gap but also to establish a robust leadership framework that would spearhead data-driven strategies and innovation across the organization.

## Challenges

- **Highly Competitive Market:** The demand for experienced big data and analytics professionals, especially at senior and executive levels, is exceedingly high, with many candidates already engaged in lucrative positions.
- **Specialized Skill Sets:** The roles required a rare and highly sought-after combination of technical expertise, leadership skills, and industry-specific knowledge.
- **Tight Timeline:** The ambitious 8-week timeline to fill all 12 roles added significant pressure, requiring an efficient and effective search and recruitment strategy.
- **Brand Perception:** While Walmart Tech is a recognized name in e-commerce, attracting executive-level talent often requires competing not just on the brand's strength but also on the vision for the future and the role's potential impact.

## Strategy and Implementation

**Targeted Executive Search:** Satoriq deployed a targeted executive search strategy, leveraging its extensive network of industry professionals and utilizing headhunting techniques to identify and engage potential candidates who were not actively seeking new opportunities but had the requisite skills and experience.

**Strategic Outreach and Engagement:** A personalized outreach campaign was developed, focusing on the strategic vision of Walmart Tech's data initiatives and the critical role these positions would play in shaping the future of e-commerce. This approach was designed to resonate with high-caliber candidates' desire to impact and innovate.

**Comprehensive Evaluation Process:** To ensure a fit both technically and culturally, a comprehensive evaluation process was implemented. This included deep technical assessments, leadership evaluations, and multiple rounds of interviews focusing on strategic vision and thought leadership in big data and analytics.

**Competitive Offer and Incentives:** Recognizing the competitive market for these roles, Walmart Tech, in collaboration with Satoriq, prepared compelling offer packages that included not only competitive salaries but also significant performance incentives, equity options, and opportunities for professional growth and impact.

## **Results**

- **Total Outreach:** Connected with over 250 potential candidates across the targeted roles.
- **Engagement Rate:** Achieved a 40% engagement rate, with 100 candidates entering the nationwide recruitment funnel.
- **Interview to Offer Conversion:** 25 candidates (25% of those engaged) advanced through the comprehensive evaluation process to the offer stage.
- **Offer Acceptance Rate:** 12 candidates (48% of those offered) accepted the positions, filling all targeted roles within the 8-week timeline with a backlog of talent.
- **Duration:** Completed the executive search and recruitment process within the ambitious 8-week timeframe.

## **Key Performance Indicators (KPIs)**

- **Overall Conversion Rate:** The initiative achieved a 4.8% conversion rate from initial outreach to successful hires, indicating a highly targeted and effective executive search strategy.
- **Strategic Role Fill Rate:** Achieved 100% success in filling the 12 targeted roles within the set timeline, meeting the project's ambitious goals.
- **Time to Hire:** The average time from initial contact to offer acceptance was significantly reduced, demonstrating the recruitment process's efficiency and effectiveness.

## **Conclusion**

The strategic partnership between Walmart Tech and Satoriq in this executive search initiative has not only met the immediate talent acquisition needs but also significantly bolstered Walmart Tech's leadership within its big data engineering and data analytics organization. By employing a targeted search strategy, engaging candidates with the company's vision, and offering competitive packages, Walmart Tech has positioned itself as a leader in data-driven e-commerce innovation. This case study exemplifies the power of strategic executive search in rapidly and effectively building high-impact teams in the competitive tech landscape.

## **Let's Talk:**

For a personalized consultation or to learn more about how we can support your recruitment goals, reach out to us at [info@satoriq.com](mailto:info@satoriq.com). Our team is ready to partner with you to elevate your talent acquisition process and achieve your strategic objectives.

Together, let's build your future success story.