

How **ThoughtWorks** strengthened **regional hiring** across India and the Middle East with **embedded support**

About **ThoughtWorks**

ThoughtWorks is a global technology consultancy delivering large scale engineering and digital transformation across multiple markets. The India and Middle East region supports complex client programmes, driving innovation across software development, consulting and product delivery. With fast growing demand across business lines, the team needed a flexible hiring model that could scale quickly while maintaining quality and stakeholder alignment.

Manik
Banga

Talent Acquisition Leader



Hi Manik, can you tell us a bit about you and your role?

Hi, my name is Manik Banga. I head talent acquisition for the India and Middle East region at ThoughtWorks. I oversee hiring across our IT and consulting business, driving strategy and delivery in partnership with our clients. Our partnerships help us scale efficiently across multiple business lines.

How did you come across the rec hub?

The rec hub was already onboarded before I joined, so I inherited the partnership, and I'm genuinely glad I did. From early on, it was clear they brought the right mix of energy, professionalism and ownership to the table, making the transition seamless for both sides.

What made you realise you needed embedded support?

The India region saw a sudden surge in hiring demand and our internal teams were fully stretched. We needed an agile plug and play model that could deliver instantly without compromising on quality. The embedded RPO model from the rec hub gave us that flexibility. They operated as an extension of our team, balancing speed, stakeholder management and quality.

What made you choose the rec hub?

They came across as extremely professional, detail driven and outcome focused from day one. We also received strong recommendations from global TA leaders who had worked with them before, which reinforced our confidence. Their ability to work with lean timelines, focus on time to fill and deliver a high quality experience for candidates and hiring managers made them the clear choice.

How would you sum up the overall support?

The support was truly commendable. The team showed consistency, collaboration and accountability throughout the engagement. We worked with a handful of outstanding recruiters who raised the bar. They blended effortlessly into our internal teams, communicated transparently and delivered with speed and precision. They functioned like an integral part of our organisation.

What's changed since working with the rec hub?

The team gelled quickly, took complete ownership of the process and partnered seamlessly with our internal recruiters and business stakeholders. This collaboration helped us scale efficiently during a period of high ambiguity, ensuring business continuity without compromising on quality or experience.

If a friend or colleague asked you about the rec hub, what would you say?

The rec hub is a fantastic choice if you're looking for agility, accountability and true partnership. They bring a sense of ownership and urgency that's rare to find in external partners. The team is proactive, flexible and outcome driven. Their ability to balance stakeholder expectations, speed and quality makes them an ideal partner for dynamic hiring environments.

Great to speak to you Manik!