Big Data Solution Reduces Project Delays and Cost Overruns

Transitioning a legacy data management platform to Hadoop reduced processing time and cost overruns.

Customer Profile
Large U.S.-based asset management and financial planning company

> "Not only did Kforce deliver me an expert team of Hadoop resources, they helped me in my effort to transform the technological culture of our company."
> - Director of Data Management

Challenge
To alleviate project delays and cost overruns due to antiquated data design principles, the asset management and financial planning company needed to implement new data design principles.

Solution
Replacing traditional, antiquated data management tools with a Big Data solution reduced project time and contained costs using a phased deployment approach.

Outcome
The new system decreased completion time from years to months and transformed the technological culture while mitigating day-to-day operational business disruptions.

Challenge

Battling significant hurdles to keep its 30-year mainframe afloat, a Midwest-based asset management and financial planning firm prioritized a mainframe decommission initiative. The company's analysis revealed the current system was costing more to operate and license than a new system would cost.

In conjunction with the cost benefits, company leaders saw the decommission and subsequent migration to a new SQL/SRSS environment as an opportunity to capitalize on newer technologies, and strengthen its business intelligence and data visualization capabilities.

To avoid significant license renewal fees and reduce costly overhead, the decommission faced a year-end deadline. Needing to ramp-up quickly, the company sought the expertise of a trusted partner. They needed a partner who could not only complete the decommission but also establish data analytics capabilities within the new system to support customer behavior analysis and strategic planning.

Solution

Kforce was selected to answer the business challenge. We were also chosen for the "Renovation Project", which was a larger initiative. Kforce customized a project timeline to ensure the decommission and migration to a new system met the deadline.

To meet the resource needs of each phase, Kforce:

- **Designed a customer-centric talent acquisition process**. By meeting with executive leadership to identify core skill sets required, emphasizing COBOL, Informatica, SSRS, SSIS, Tableau and Hadoop.

- **Structured onboarding processes**. Through monthly training courses and customized training to accelerate ramp-up time to immediately impact project readiness.

Solution

Identified highly specialized talent utilizing a combination of:

- Local delivery efforts to find localized talent resources—minimizing relocation costs.

- Kforce's National Recruiting Center's Specialty Recruiting Group to support the customer's need for hard-to-find Hadoop resources.

- Onboarded hard-to-find resources within the customer's set time frame:

    o Business Intelligence Architects

    o Big Data/Hadoop Developers

    o Data Analysts

    o ETL Developers

    o Report Developers

    o SRSS Developers

    o Tableau Developers/Designers

    o Testers

Kforce's core team managed the mainframe decommission team, including requirements analysis, static report migration, report consolidation and system enhancements. The phased approach minimized risk and daily operational business disruption, as well as providing the customer with transparency into the project's health and status.

Solution Strengthens Analytics and BI Capabilities

Financial Services | Case Study

Outcome

Two weeks into the mainframe decommission kickoff, the customer recognized the significant value and expertise of the Kforce partnership and exclusively engaged Kforce on three additional projects in the renovation portfolio. These opportunities have greatly expanded Kforce's scope of service, providing the customer with:

- Master Data Management to centralize data structure
- Tableau training to core employees
- Data visualization development
- ETL development

As the engagement evolves, Kforce has designed an engagement management strategy that included:

- Regularly scheduled checkpoints at significant stages throughout the project life cycle to validate progress and build trust
- An Engagement Manager to act as single point of contact to provide the customer with consultant performance management updates
- Consistent transparency into financial and operational reporting
- Opportunities to offer process optimization consulting and implementation assistance

With the project on track to meet business-critical year-end deadlines, leadership is extremely pleased with the engagement's progression and high quality of service provided. The partnership continues to blossom, with potential opportunity to engage additional Kforce solutions and to continue to support the customer's project pipeline into next year.

About Kforce

Kforce is a leading Technology and Finance & Accounting professional staffing services firm with a national network of over 60 offices, two National Recruiting Center locations in Tampa and Phoenix and more than 2,000 staffing specialists. Annually, we engage over 23,000 highly skilled professionals in both flexible assignments and direct hire placements with more than 4,000 customers of all sizes, including 70% of the Fortune 100.