

iiDENTIFii | Skill-Smiths

CASE STUDY

Adult



```
create table myTable (  
  sys_id counter primary key  
  ,f1 varchar(50)  
)
```

```
create view view_myTable as  
select tab_0.sys_id as sys_id  
  ,tab_0.f1 as f1  
from myTable tab_0  
where (1=1)
```

iiDENTIFii is a global leader in biometric verification, setting the benchmark for enterprise-grade identity verification solutions. Serving major industries, **iiDENTIFii's** advanced offerings deliver seamless, secure user authentication. With a mission to empower millions, **iiDENTIFii** enables secure, near-instantaneous access to essential platforms via mobile devices, revolutionizing digital trust and security across Africa and beyond.

CHALLENGE

iiDENTIFii encountered challenges in scaling its technical team due to inefficiencies within its recruitment process. Despite **iiDENTIFii's** expertise in digital authentication, the absence of a formal HR department left hiring managers managing recruitment duties. This created bottlenecks, communication gaps, and inefficient management of systems, resulting in extended time-to-hire, rising recruitment costs, and frustration across hiring teams.

SOLUTION

Skill-Smiths assigned a dedicated Recruitment Manager to work within **iiDENTIFii's** existing systems, streamlining communication and recommending automation solutions to enhance efficiency. **Together**, the teams implemented a robust candidate tracking system and developed a structured recruitment process, establishing a seamless workflow.

To support long-term success, **Skill-Smiths** trained an internal junior HR professional, equipping her with essential skills in outreach, candidate vetting, and reporting. This mentorship allowed the internal team to gradually take full ownership of recruitment, fostering independence. Continuous reporting mechanisms were introduced to monitor and optimize performance.



RESULT

With the recruitment structure firmly in place, **iiDENTIFii** now manages multiple job openings efficiently and without bottlenecks. The junior recruiter trained by **Skill-Smiths** became a core part of **iiDENTIFii's** operations, empowering the company to handle hiring internally. This shift reduced reliance on external agencies, lowered recruitment costs, and accelerated time-to-hire. When the team was fully prepared to manage recruitment autonomously, **Skill-Smiths** transitioned out, leaving **iiDENTIFii** with a sustainable, efficient system.

EXECUTIVE ENDORSEMENT

“As the CTO of **iiDENTIFii**, I lead the development and implementation of cutting-edge biometric identity solutions that secure millions of digital interactions. Our mission is to ensure seamless and secure identity verification for businesses and individuals. Partnering with **Skill-Smiths** to streamline our recruitment process has enabled us to attract top talent and scale our tech teams efficiently. This case study highlights the success of that collaboration and underscores our commitment to innovation and operational excellence. ”

Marco Wagener, CTO, iiDENTIFii

