BUILDING A UX DESIGN TEAM

We delivered our Talent on Demand Solution. This was aimed at filling management, lead and senior level UX Design engineering positions.

AT A GLANCE

CHALLENGES

- Managing volume of interviews across roles at the same time

- Ensuring the client provided feedback throughout

- One hire was fully remote from another country

WINS

- Excellent CV send to interview ratio - 2.5:1 overall

- Enabled the growth plans of the client by finding the right talent in the right time frames

- Strong support through the onboarding phase to ensure hires started strong

OBJECTIVES

Our client was moving into a rapid scale up phase. They had funding and needed to hire quickly. Their design team was understaffed and there was a bottleneck. We were asked to find a Design Manager, as well as Senior Designers and Lead Designers for the team.

SOLUTIONS

Working closely with the client, we **built inclusive and creative job descriptions** to use to engage with the relevant audience.

The key was understanding the kind of design that this client needed. The candidates needed to be strong on process, and have portfolio's that demonstrated how they defined the problem question, with subsequent solutions. They needed to be product design focused also.

RESULTS

#1 Key result

For the Design Manager, we sent 12 CV's, 5 went to 1st interview, four to 2nd round, 1 placed. CV send to interview ratio of 2.4:1.

#2 Key result

Filled 2x Senior Designers who delivered value to the team from day 1.

#3 Key result

Placed 1x Lead Designer. Time to hire from role on to contract signed was 28 days