



BUILDING OUT ENGINEERING TEAMS

In just three weeks, we swiftly provided a high-quality permanent hire, addressing the urgent requirements of the Hiring Manager and alleviating their staffing challenges.

AT A GLANCE

CHALLENGES

- Managing an urgent, business-critical timeline for a permanent role.
- Sourcing niche software engineering skill sets in a competitive market.
- Maintaining a high quality of candidates despite the rapid turnaround.

WINS

- Successfully closed and filled the role within a three-week window.
- Achieved a 66% progression rate from the initial shortlist to final rounds.
- 100% success rate in filling the vacancy from the very first shortlist provided.

OBJECTIVE

The mission we were tasked with was hiring a permanent Software Engineer on an urgent basis. Our client required a candidate with experience in SaaS or product-based software, object-oriented programming (Java, Ruby, Python, TypeScript), front-end frameworks such as React/Angular, and familiarity with testing tools like JUnit and Cypress. The candidate needed to integrate into the team immediately to support critical development goals and contribute to customer-focused Agile projects.

SOLUTION

Leveraging our deep roots in the tech sector, we were able to skip past the usual high-volume noise to focus on a precision-led approach. By tapping into our organic network and using our custom Gemini Bots to automate head-hunting and candidate scoring, we were able to deliver ready-to-interview talent right out of the gate. This mix of boots-on-the-ground sourcing and smart automation meant we didn't just fill the roles, we nailed the client's urgent requirements on the very first try.

RESULTS

#1 Key result

In terms of speed, we closed the recruitment process for this critical role in just 3 weeks. With a standard 4-week notice period, the candidate was fully onboarded and started within 7 weeks of the initial brief.

#2 Key result

We sent a highly curated shortlist of only 3 CVs for review. Of this number, 2 entered the final interview process- this is a 66% shortlist-to-interview success rate. This precision ensures that the Hiring Manager's time is spent only on the most qualified talent.

#3 Key result

Our approach to finding high-quality candidates creates a seamless talent pipeline, enabling our Client to view us as a steady, reliable source for their permanent technical hires. By filling the role from the first shortlist, we demonstrated a 100% placement success rate for this project.