CASE: Heavy Hiring Competition / Inefficient and Long Hiring Process

Helping a Fortune 500 Banking Company find Senior Engineers in Washington D.C.

Challenges

This client was looking to fill 20 hard-to-fill tech positions that included Big Data Engineers, Senior Java Engineers, and Scala Engineers in McLean, Virginia. The business impetus for these new hires was that the client was building out a new cuting-edge software. Some of the specific recruitment challenges they faced included heavy hiring competition and an inefficient and long hiring process.

Solutions

Jobspring Partners immediately activated the localized Software Development team in Washington D.C. and dedicated Sourcing team. The account lead met with the client stakeholder to conduct a comprehensive assessment of the job opportunity and hiring process and identified several areas of targeted improvement: sourcing quality, quantity of submittals, length of hiring process and offer acceptance.

Results

The client faced a very competitive hiring market which required a more efficient interview process as well as quality submittals. Jobspring Partners made it a top priority to be a subject matter expert on the technical requirements of the open roles. The local team also gained an understanding of the team culture to identifying candidates that the client would immediately interview. Combined, this resulted in a nearly one to one candidate submittal to interview ratio. To date, Jobspring Partners has provided to client with 10 successful hires. The placed candidates assisted in successful product launches and spearheaded new, innovative projects for the banking industry.

At A Glance

Industry
Banking

Volume
20 / Year

Positions
• Big Data Engineers
• Senior Java Engineers
• Scala Engineers

Locations
McLean, VA

Results
• Placements: 10
• Submits to Interview: 100%
• Candidates to Job: 1/1
• Offer Acceptance: 100%
• Time to Fill: 2 weeks
• Time to Hire: 2 weeks
• Suplier Status: Tier 1 Vendor/Prefered

"

Jobspring Partners has been an incredible resource for us. We know that any resume we receive from them is someone that we will want to interview and will be a great fit for the team—they know what we want and what will work. We trust their expertise! Jobspring Partners has been one of the only successful agencies that we've worked with, which has helped us eliminate other vendors, knowing that we are in good hands with them! Would highly recommend."

- Tarik, Vice President of Software Engineering