CASE: Urgent Timeframes / Inefficient Internal TA Process

Helping a Fortune 10 Retailer find Software Developers in Washington D.C. and California

Challenges

This client was looking to fill 100+ hard-to-fill Software, Mobile and Infrastructure positions. The business impetus for these new hires was a product launch into the e-commerce space, where they had not previously operated. Given the nature of the product launch, they **needed to hire a mix of both contract and full-time employees.** Some of the specific recruitment challenges they faced included: **urgent time frames and an inefficient, long hiring process.**

Solutions

Motion Recruitment immediately activated the localized Software, Mobile and Infrastructure teams, as well as the dedicated Talent Services teams. 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, including **sourcing quality, and process stage conversions.**

Results

Motion Recruitment partnered with this client to streamline their hiring practices, and **reduce a five-step interview process to three steps.** The account leads' knowledge of the tech roles ensured Software Engineers with the right combination of skills were being targeted, allowing the client to see quantity (averaging seven candidates per job) as well as quality. Motion Recruitment also worked closely with the client's Human Resources department, particularly at the offer stage, to **ensure the offers being extended were at a competitive rate or salary** that would lead to a quick acceptance. As a result, Motion Recruitment **filled over 150 positions with a 90% offer acceptance rate.**

At A Glance

Industry
Retail

Volume
159 Placements

Positions
QA Engineers, .NET Developers, DevOps Engineers, Java Developers, JavaScript Developers, Node.js Developers, React/Redux Developers, iOS and Android Engineers

Locations
• Dallas, TX
• Boston, MA
• Carlsbad, CA
• Sunnyvale, CA
• DC Metro Area

Results
• Job Fill Rate: 2.7
• Candidates to Job: 6/1
• Submits to Interview: 85%
• Offer Acceptance: 90%
• Time to Hire: 17.5 Days