

CASE: Restrictive Qualifications / Difficult Location

## Helping an Online Publishing Company find .NET and QA Test Engineers in Northern MA and Southern NH

### Challenges

This client was looking to fill five or more hard-to-fill tech positions (.NET Software Developers, Performance Analysts, and QA Automation Engineers) in Ipswich, MA. The business impetus for these new hires was the companywide roll out of new products and new projects. Some of the specific recruitment challenges they faced included restrictive qualifications, limited talent pool, long hiring process, urgent timeframes, and a difficult location.

### Solutions

Jobspring Partners immediately activated the localized Microsoft Web Development team in Boston 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 including marketing of the position, sourcing quality, quantity of submittals, and offer acceptance rate.

### Results

As a result, Jobspring Partners was able to fill over 6 placements with this client during the first half of the year. This made us their top technical staffing vendor and lead to countless successful hires across multiple teams. We were able to put several solutions in place to help the client attract the best talent in light of their difficult location, working together to provide additional benefits to offset the commute.

### At A Glance

#### Industry

Publishing

#### Volume

15 Positions

#### Positions

- .NET Developers
- Performance Analysts
- QA Automation Engineers

#### Locations

Ipswich, MA  
Contoocook, NH

#### Results

- Placements: 10
- Submits to Interview: 92%
- Candidates to Job: 4/1
- Offer Acceptance: 100%
- Time to Fill: 1.5 weeks
- Time to Hire: 3.5 weeks

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*Jobspring Partners is consistently an agency we can depend on to find the best technical talent. They are our first call when we need to hire quality candidates, quickly.*

-Mike, Head of Talent Acquisition