

CASE: Hard-to-Fill Roles / Lack of Talent

# Helping an Early-Stage Security Startup Find a Technical Decision-Maker in Downtown Dallas

## Challenges

This client had an urgent need for a Backend Node.js Developer in Dallas. The business impetus for this hire was to find the company's first non-cofounder engineer and employee. The hard-to-fill role required a specific cultural and technical fit, as this person would play a crucial role in technical decisions and building the platform. Struggling to find quality candidates, the company decided to test out three Dallas recruiting agencies. Some of the specific recruitment challenges they faced included a limited talent pool, restrictive qualifications, urgent timeframes, and an undeveloped employment brand.

## Solutions

Workbridge Associates immediately activated the local Open Source Development team in Dallas and dedicated Sourcing team. First, the account lead met with the client to assess the job opportunity, hiring process, and targeted areas of improvement, including: quantity of submittals, sourcing quality, and marketing of the job.

## Results

Within a week of working together, Workbridge invited the hiring manager into their Dallas office to speak with five quality candidates, more than either competing agency submitted. The client had a choice of multiple qualified candidates, instead of struggling to find one competent candidate on their own. After the initial round of interviews, the hiring manager identified three of the five candidates to bring on-site for a final interview within a five-day timeframe. Within one week of the first interview in the Workbridge Dallas office, the client extended an offer that the candidate accepted within 24 hours.

## At A Glance

### Industry

Cyber Security

### Positions

• Senior Backend Node.js Developer

### Locations

Downtown Dallas, TX

### Results

- Placements: 1
- Candidates to Job: 5
- Offer Acceptance: 100%
- Time to Fill: 1 week
- Time to Hire: 1 Week
- Competitive Fill Rate: 100% (out of 3 suppliers)

//

*The candidates were the type of individuals I had been looking for from a technical and cultural standpoint, and I was ecstatic to get quality leads so quickly. Within a week of the initial interview, we had an offer out to a great candidate who has accepted and we are very excited to have join our team."*

- Sean, CEO & Founder