

CASE: Restrictive Qualifications / Difficult Location

# Helping a Global Internet Services Company find Bilingual Infrastructure Engineers in California

## Challenges

This client was looking to fill eight hard-to-fill tech positions for DevOps Engineers, Solutions Engineers, and Systems Architects in Southern California. The business impetus for these new hires was that the client was expanding their startup office in the United States with a bilingual team. Some of the specific recruitment challenges they faced included restrictive qualifications (bilingual in English and Mandarin), a limited talent pool, and a difficult location.

## Solutions

Workbridge Associates immediately activated the localized Systems Infrastructure team in Orange County and dedicated Sourcing team. The account lead met with the client stakeholder to conduct a comprehensive assessment of the job opportunity and hiring process. We identified areas of targeted improvement: sourcing quality and process stage conversions. Workbridge Associates understood the needs of the company and eliminated many candidates who would typically have been passed on after the resume-screen. By understanding the role and clearly communicating with technical hiring stakeholders, Workbridge was able to streamline the candidate flow and process.

## Results

Workbridge Associates' advanced screening allowed the client to hire eight new bilingual members to their technical team. These candidates were able to advance the client's product development in the United States.

## At A Glance

### Industry

International Internet Services

### Volume

8 Positions

### Positions

- DevOps Engineer
- Solutions Engineer
- Systems Architect

### Locations

Southern California

### Results

- Placements: 8
- Submits to Interview: 95%
- Offer Acceptance: 100%
- Competitive Fill Rate: 90% (out of 5 suppliers)
- Contract Completion: 100%

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*Our U.S. office is not easy to hire for, we know this. Our requirements are extremely specific, and our industry is specific. Workbridge invested time in learning about our strengths, conveying this to candidates, and moved us to a position where we (through Workbridge) have developed a very clear hiring strategy."*

- **Steven**, Director of Operations & Solutions Engineering