

CASE: Hard-to-Fill Roles / Heavy Hiring Competition

Helping a Global Healthcare Analytics Company find Senior Java Developers in Philadelphia

Challenges

This client was looking to fill eight hard-to-fill Java Development roles in Philadelphia. The business impetus for these new hires was a new product launch. The client's latest batch of consultants' contracts had just expired, leading to the need to replace these individuals with a new batch of top tech talent. Some of the specific recruitment challenges they faced included hard-to-fill roles, heavy hiring competition, and unreliable existent staffing suppliers. None of the current suppliers submitted candidates that fit the client's qualifications closely enough to pass a second-round interview.

Solutions

Jobspring Partners immediately activated the localized Open Source Development team in Philadelphia and dedicated Sourcing team. The account lead and manager met with the client stakeholder to conduct a comprehensive assessment of the job opportunity and hiring process, and identified several areas of targeted improvement: quality of submittals, process stage conversions, and offer acceptance. From here, Jobspring was able to quickly set up first-round interviews, which led to offers and acceptances.

Results

This client was able to fill six of the eight positions available with the help of Jobspring Partners. This allowed the client to meet their deadline and launch their product. These new hires proved to be valuable assets to the clients' team as they quickly adapted to the company. The hires are now involved in the hiring process and mentoring of new hires. The client also opened an additional 20 positions and looks to work with Jobspring Partners as a preferred supplier.

At A Glance

Industry

Healthcare Technology

Volume

8 Positions

Positions

- Senior Java Developers

Locations

Philadelphia, PA

Results

- Placements: 6
- Submits to Interview: 95%
- Candidates to Job: 20/6
- Time to Fill: 2 Weeks
- Time to Hire: 1 Week

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The positions that Jobspring has been working on have been open for eight months. The team showed us three people in one week and we already have two offers on the table. We are extremely happy with Jobspring."

-**Sherri**, Senior Project Manager/ ScrumMaster