

CASE: Heavy Hiring Competition / Lack of Available Talent

Helping a Global Healthcare Analytics Company find Software and DevOps Engineers in Philadelphia

Challenges

This client set out to **build an entirely new tech team**, and as a result, needed to hire 10+ hard-to-fill Creative, Software and Infrastructure positions in Philadelphia. Some of the specific recruitment challenges they faced included: a limited talent pool, heavy hiring competition, and an inefficient, long hiring process.

Solutions

Motion Recruitment immediately activated the localized Creative, Software and Infrastructure teams in Philadelphia and dedicated Talent Services 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: **talent attraction and engagement, and length of the interview process.**

Results

Although several of the client's top competitors had the ability to pay higher rates and salaries in the Philadelphia market, Motion Recruitment helped the client overcome this by **promoting other perks the organization had to offer**, such as their cutting-edge technology products, team culture, and career growth opportunities. Pairing that with Motion's long standing presence in the local tech market, top-tier talent was delivered quickly and efficiently. On average, **nine candidates were submitted to each job**. Lastly, with a competitive hiring landscape, Motion Recruitment advised the client to eliminate some of the redundant interview process steps, such as multiple phone screens and coding tests. By reducing the number of interviews, **the time to hire was condensed to seven days**, and the client secured top-tier tech talent. Since building a partnership, **the hiring manager has worked exclusively with Motion Recruitment** as an outside staffing vendor for all tech hiring needs.

At A Glance

Industry

Healthcare Technology

Volume

82 Placements

Positions

- QA Testers
- UX Designers
- Java Developers
- DevOps Engineers

Locations

- Philadelphia, PA
- Chicago, IL

Results

- Supplier Status: Tier 1
- Submits to Interview: 3:1
- Candidates to Job: 9/1
- Time to Fill: 7 Days
- Contract Completion: 96%

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Motion Recruitment is a great partner... They consistently provide quality candidates and are always very engaged and responsive... Motion Recruitment has built strong relationships... in order to understand exactly what the hiring managers are looking for and we value their partnership."

- Liz, Staffing Specialist