

## Global software company reduces time-to-fill from 200 to 35 days

**Industry:** Telecom

**Talent Needed:** Mobile Software Engineers

**Result:** Reduced time-to-fill 85%

**“The current candidates are better  
than we have ever seen...”**

*- VP of Engineering*

### Challenge

As businesses rapidly evolve to meet changing market needs, many find they don't have the hiring structure or bandwidth to meet talent requirements quickly.

That was certainly the case for our client, a global software company that develops scalable mobile applications and value-added solutions for mobile and cable operators. The growing business was looking for a proactive sourcing strategy to ensure business needs could be met both short- and long-term.

- Because of the highly technical “niche” nature of their talent profiles, the client had been relying on costly agencies and contract recruiters, which resulted in high cost, candidates that weren't always the right fit, and an extremely long time to fill.
- Lack of a standardized recruiting/hiring process created inconsistency in the recruiting process and quality of the candidate experience
- Despite a global footprint, the company had little brand recognition in the talent marketplace and little visibility into the job's value proposition
- Lack of a candidate pipeline view in a CRM or ATS gave limited visibility in hiring metrics

### Solution

**Within the first 3 months of engagement,** PowerSourcing shortened the client's time-to-fill from 200 to 35 days—even for their most difficult positions. The partnership also helped drive efficiencies throughout the hiring process and aided the client in creating a best-in-class hiring experience through consultation in areas such as ATS selection and employment brand.

**SEARCH RESULTS**

**2700**

**LEADS IDENTIFIED/  
CONTACTED**

**1900**

**CANDIDATES RESPONDED**

**475**

**PHONE SCREENS**

**88**

**SUBMITTALS**

**47**

**INTERVIEWS**

**30**

**OFFERS**

**8**