

CASE: Lack of Available Talent / Urgent Timeframes

## Helping a Global Media Company Find Software Engineers in Washington D.C.

### Challenges

This client acquired multiple SaaS integration requests, resulting in the immediate need to hire 15 hard-to-fill Software contractors in Washington D.C. These open positions included: Angular, React and Python Engineers. Some of the specific recruitment challenges this client faced included: **restrictive, interpersonal qualifications, a limited talent pool, and urgent timeframes.**

### Solutions

Motion Recruitment immediately activated the localized Software team in Washington D.C. and dedicated Talent Services team. The account lead met with the client stakeholder on-site to conduct a comprehensive assessment of the job opportunity and hiring process and identified several areas of targeted improvement: **clear job expectations and length of the hiring process.**

### Results

As soon as the client engaged Motion Recruitment, the team successfully **filled all 15 roles over a two-month period, with an average Time to Hire of five days.** These contractors were quickly onboarded (within one to two days of the offer being accepted), **allowing the client to start the urgent project without delay.** As a result of this successful partnership, Motion Recruitment has placed an additional 120+ contractors and continues to be the **sole staffing supplier for their tech hiring needs.**

### At A Glance

#### Industry

Media & Entertainment

#### Volume

136 Placements

#### Positions

- Angular Developers
- React Developers
- Python Engineers
- Mobile Engineers

#### Locations

- Washington D.C.

#### Results

- Supplier Status: Exclusive for Tech
- Submits to Interview: 2:1
- Candidates to Job: 4/1
- Offer Acceptance: 96%
- Time to Hire: 5 Days
- Contract Completion: 97%

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*I have been working with [Motion Recruitment] for over a year now and they have been, by far, the most professional and attentive staffing agency that I have worked with in my 20 years of recruiting. First and foremost, they provide my organization with top-notch candidates that no other agency is able to provide. I look at [Motion Recruitment] as a true partner and an invaluable resource when it comes to our engineering hiring needs..."*

- Rich, Senior Recruiter