

CASE: Inefficient Internal TA Process / Unknown IT Employer Brand

## Helping a Global Media Company Find Remote Javascript and Python Developers

### Challenges

This client was looking to hire 40+ remote Front-End and Python Developers across the United States. The business impetus for these new hires included: limited office space due to rapid organizational growth and multiple SaaS integration requests by incoming clients for a new product launch. Some of the specific recruitment challenges they faced included: **lack of internal hiring bandwidth and an undeveloped employer brand for remote work.**

### Solutions

Motion Recruitment immediately activated the Software Development recruiting team and dedicated Talent Services team. The account lead met with the client stakeholder to conduct a comprehensive assessment of the job opportunities and hiring process, identifying several areas of targeted improvement: **marketing of the job and clear job expectations.**

### Results

Given this client's rapid growth and need to scale, **targeting one metropolitan area to support a nationwide footprint hindered their growth.** Motion Recruitment leveraged its expansive expertise in market-specific salary and technology trends, as well as **better marketed the client's robust infrastructures to showcase their ability to support remote employees.** As a result, all the open roles were filled and the client's SaaS integration requests were completed. Due to these successful hires, **the client's revenue increased by 7x** over the past three years.

### At A Glance

#### Industry

Media & Entertainment

#### Volume

40 Placements

#### Locations

- Edison, NJ
- Chicago, IL
- Portland, OR
- Los Angeles, CA
- Washington, D.C.

#### Results

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

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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