

# TALENT RESOURCES FOR RAPID GROWTH



## Business Challenge

Our client provides their customers with a platform that helps sales, service, and marketing teams increase revenue and boost productivity. They experienced a sharp increase in sales, requiring customization and implementation of their products for new customers. In order to realize the revenue from their growth, this increase translated to the immediate need to hire 10 developers and an executive. Our client needed technical talent acquisition support to recruit for these roles. Their staffing partner, who specialized in Salesforce resources, was unable to provide the required quantity and quality of candidates in a timely manner. After several months of attempting to hire for the roles, they reached out to TIG for an exclusive engagement.

*“...increase their speed to revenue realization and support new client implementations and customizations of their software.”*

## Strategy

### Our customized solution included:

- the definition, responsibilities and expectations of each role
- market evaluation and salary recommendations for each role
- a dedicated sourcing plan to identify passive, employed and experienced candidates
- a client specific employment branding campaign to entice qualified candidates
- technical vetting of the candidates
- a pre-defined interview day each week for the client’s team to interview, assess and select their new colleagues
- the extension and negotiation of all candidate offers and onboarding coordination

## Results

Our client is now positioned to increase their speed to revenue realization and support new client implementations and customizations of their software. The detailed results achieved by our solution are: the definition, responsibilities and expectations of each role

- an efficient process which reduced the client investment of time to interview and select the new team members
- the acquisition of a VP of Engineering, 1 Service Now Developer, 1 Salesforce Developer, 5 AWS/Node Developers, 1 Release Manager and 1 Mobile Developer within 37 days
- an interview to hire ratio of 3.5 to 1
- accelerated development timelines for the client

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## About The Intersect Group

Founded in 2006, The Intersect Group is part of the MSouth portfolio of investment companies and operates in Atlanta, Dallas and Charlotte. Specializing in the recruitment of IT and Finance & Accounting professionals, The Intersect Group provides clients with the means to find the best talent on the market.