

H+M CASE STUDY:

VELOCITY WORKS MAKES PERFECT MATCHES FOR CANDIDATES AND EMPLOYERS

OVERVIEW

A successful engineering and design firm was looking for a direct hire, specifically a Senior Software Development Manager. H+M reached out to Velocity Works for assistance in finding a qualified hire, as they were in need of the role to be filled immediately.

Key Metrics



DETAIL ORIENTED

Our recruiters focus on key details & transparency, so our candidates feel comfortable



PRIORITIZE MATCHES

Our team works to find candidates a perfect company fit including industry, culture, and job roles



OFFER LETTERS

Help candidates get offer letters in 2-3 weeks on average for direct hires



VelocityWorks



Custom Software Development and IT Staffing Agency



www.velocityworks.io



412-212-8080



info@velocityworks.io

CHALLENGES



Finding advanced IT technical roles, especially senior level, can be difficult to source. Many companies are not equipped with the resources, time and dedication required to find highly qualified candidates fast and efficiently. While the client did have their own talent acquisition team, this role was of high priority which is why they reached out to Velocity Works.

Velocity Works used their top of the line IT recruiters to scout for applicants, post online job boards and utilize LinkedIn for personal outreach. The IT recruiter found a highly qualified Senior Software Consultant and Technical leader that fit the ideal profile for the client. Now this candidate had been with her company for well over 15 years, so Velocity Works' recruiter had to make a compelling case about this employer and the job description.

"I'm not a person that jumps around jobs because I'm very picky. But Justin was extremely detailed in explaining the (hiring) process." –Sunita Nair, H+M

SOLUTION



Velocity Works IT recruiter, Justin, reached out through LinkedIn messaging and gave a thorough detailed description of the company, industry, role and skill set needed to be successful for the position.

Now this potential candidate was only passively looking and had received numerous messages from other recruiters, but this one stuck out to her. Why? She claimed that the recruiter's description was a perfect match for what she wanted for her career. She had been very selective in who she engaged with and was hesitant to respond to most recruiters because she would only move on to a new company if the job was the right fit.

RESULTS



This was the first time in 15 years that the candidate had been open to new opportunities. She explained that Velocity Works' recruiter had helped make it a seamless process for her, from the initial meeting to the final offer letter.

Justin kept her continuously updated and informed the entire time. After one online interview and one in-person interview with the employer, the candidate had been offered the position after just 2 weeks.