



CASE STUDY: ACCELERATED GROWTH THROUGH REFACTOR TALENT'S "TALENT BURST"



CLIENT PROFILE

Our client is a Series A funded FinTech company experiencing rapid growth and escalating customer demand. To match their expansion pace, they had 54 open positions across various roles, a challenge requiring specialized support.



THE CHALLENGE

Filling a large number of vacancies in a short period is a daunting task. Moreover, a subset of these roles fell into a niche category, requiring unique skillsets that are particularly difficult to find in the market. The client needed an efficient, focused solution to meet their urgent staffing needs without compromising quality.



THE REFACTOR TALENT APPROACH

Refactor Talent introduced the "Talent Burst" solution to address this challenge head-on. We collaborated closely with the client to understand their specific needs, culture, and strategic objectives. By assessing their 54 open positions, we identified a critical subsection of roles that fell within our area of expertise. Our collaborative process involved daily interactions to ensure that our search was aligned with their evolving requirements and strategic vision. We deployed a tailored recruitment strategy, using our extensive network and data-driven tools to attract top-tier talent. Our team managed to fill all of the client's requested roles within a rapid 3-month timeframe, demonstrating the power of the "Talent Burst" offering.



THE OUTCOME

Our successful engagement resulted in the FinTech firm becoming an exclusive client of Refactor Talent. They were able to rapidly scale their team, matching their burgeoning customer demand and paving the way towards a successful Series B funding round. Perhaps most significantly, 100% of our placements remain employed at the company, indicating a strong fit between the selected candidates and the company's culture and vision. This high retention rate showcases the effectiveness of our method in identifying talent that not only has the necessary skills but also aligns with the company's culture and long-term goals.



RETURN ON INVESTMENT

Through the "Talent Burst" offering, the client was able to rapidly fill their open positions with high-quality candidates, allowing them to maintain their growth trajectory and meet increasing customer demand. The time and resources saved by using our focused, efficient approach allowed them to dedicate more effort to strategic planning and business development. In addition, the high retention rate of our placements suggests significant cost savings related to recruitment, onboarding, and training of new employees. This engagement has delivered substantial ROI and proven the effectiveness of Refactor Talent's innovative solutions in meeting even the most challenging recruitment needs. In conclusion, this case study demonstrates Refactor Talent's ability to offer rapid, high-quality recruitment solutions that cater to clients' unique needs, even in situations of rapid growth and high demand. Our "Talent Burst" offering exemplifies our commitment to partnering with our clients, understanding their specific needs, and delivering results that contribute to their success.