

CASE STUDY: ACCELERATED GROWTH WITH A "TALENT BURST"



OUR CLIENT

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.

OUR 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 filled all of the client's roles within a rapid 3-month timeframe, demonstrating the power of the "Talent Burst" offering.

RESULTS:

54

TOTAL HIRES

3

MONTHS TO HIRE

100%

RETENTION RATE

THE SOLUTION

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. Notably, 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 goals.

THE RESULTS

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 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 our innovative solutions in meeting challenging recruitment needs. Our "Talent Burst" offering exemplifies our commitment to partnering with our clients, understanding their needs, and delivering successful results.