



FILLING A CRITICAL ROLE FAST: REFACTOR TALENT'S SOLUTION

OUR CLIENT

Our client is a local marketing agency that does business with one of the largest automotive companies in Detroit. They were seeking an experienced Data Engineer for their analytics team.

THE CHALLENGE

The agency was struggling to fill this vital role. The role had been open for over two months and they had yet to find any promising candidates. When the organization approached Refactor Talent, they were hoping to find a locally based and highly skilled candidate. Among other qualifications, they specified that their ideal candidate be skilled in Python coding, data lake, and have dashboard experience.

REFACTOR TALENT APPROACH

Our team wanted to craft a highly tailored approach for this agency's talent needs. Faced with a stagnating open role, we communicated closely with our client to understand their specific needs and hopes for a candidate. Our goal was to create a solution that not only filled their open role, but also provided a candidate that could positively transform the team.

Step One - INTAKE CALL

We conducted an in-depth intake call to get a comprehensive understanding of the client's needs.

Step Two - SOURCING CANDIDATES

We utilized our talent network to find a candidate with the skills and experience required by the client.

Step Three - PREPARATION & PRESENTATION

We found two qualified candidates and connected them with our client for submittals and interviews.

THE SOLUTION

Through our collaborative process with the client, we were able to pinpoint the qualities they needed for their talent solution. Armed with an intimate knowledge of the client's needs, we were able to leverage our network and find two highly-skilled candidates that were a perfect match. Our client interviewed both candidates and ultimately hired one of our submittals. Within a week and a half, we were able to source, submit and onboard a new Data Engineer for an opening that had previously stalled.

RESULTS

2

SUBMITTALS

11

DAYS TO HIRE

1

HIRE

8

HOURS SAVED

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Denise knows our business inside and out, that's why we love working with her. She has a deeper understanding of our goals and what will work in our environment. Your competitors don't care enough to learn, that's what makes you an invaluable partner.

DIRECTOR OF MARKETING AGENCY

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