

Delivering Swift R4T Solutions for Sustainable Fintech Success

CASE STUDY



The Challenge

Our client, a booming financial technology firm, had sextupled in valuation to somewhere north of \$1.5 billion and had more than 200 job openings across virtually all of its departments, from the product and project managers who would oversee the firm's growth in services to the teams of developers, cybersecurity specialists, and engineers who would implement it. They needed to expand fast—and they were starting from scratch, without any of the documentation or processes necessary to build out an aggressive hiring pipeline.

Our Solution

- ✓ Russell Tobin's Recruiting for Tech (R4T) specialists got to work, embedding themselves with the client's HR and security teams to create the proper training programs and protocols needed while gaining familiarity with client systems and setting up co-branding opportunities across social media to expand the client's reach.
- ✓ Working with leadership throughout the client organization, the embedded R4T team reviewed and revised the interviewing process, focusing on ensuring an optimal experience for the candidates and client organization alike.
- ✓ In addition to creating and documenting an entire interviewing and recruiting lifecycle process, the R4T team developed a pipeline focused exclusively on cultivating DEI talent, as well as complete candidate tracker and training tracker systems from scratch.
- ✓ Alongside their efforts within the client organization, the R4T specialists carefully monitored the candidate experience, providing collateral that covered every stage of the process and direct "sell calls" to keep potential employees engaged.

Our Seven-Month Impact



89,000+
resumes submitted
and reviewed



20,000+
new clients added
to the pipeline



2,500+
candidates interviewed



1,500+
technical evaluations
facilitated



45+
offers extended