

# 2 Engineers 3 Weeks



## DocMe360's Situation

A Digital Services Agency, DocMe360 struggled to time Engineer hires with the speed of new deal flow.

Union halved their time to fill from 6-12 weeks to 3 by revamping their Recruiting.

## Key Outcomes

**7**

finalists for 2 roles

**2**

hires in 3 weeks

**70%**

more cost effective

### Embed into Leadership

- Embedded into the team to understand clients and Engineering culture
- Provided CEO, CTO, and team with middle and end of week reports on Slack to tighten alignment
- Advised on onboarding protocols to speed up time to productivity for each new hire

### 50% Reduction in Time-to-Fill

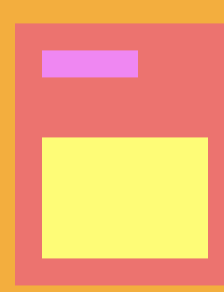
- First interview held by team in first 5 days
- Added velocity and rigor to process, with decision-making Scorecards that automated scheduling
- Built a robust Engineering pipeline on referrals and email campaigns with 2x market scheduling rate

### Long-term investments

- Found winning messaging that generated 2x the expected interest rate after A/B/N testing
- Advised on how to turn messaging into beginnings of employer brand that highlight culture, clients & past successes based on Agency's hiring goals

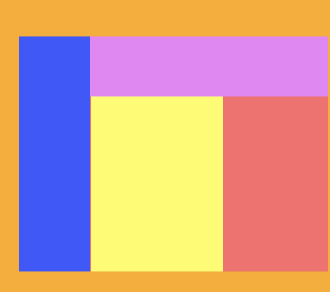
## How We Work

### Role: Python Full-Stack Engineer



#### 1 Discover

During our 45-minute intake call, we identified a great hire would have significant Python experience and scaled early code to enterprise.



#### 2 Define

We aligned the interview team around a scorecard that prioritized "ability to solve user workflow problems" and "enjoys being client-facing."



#### 3 Source

Engineers working in SaaS or consulting would have client-facing chops. From there we narrowed our persona based on size of data and tenure.



#### 4 Attract

A/B tested transparent and informative 3-step campaigns to achieve 8% schedule rate and compliments from candidates.



#### 5 Evaluate

The interview team listened for the competencies in our scorecard, i.e. applied experience building code that can handle high volume data and API endpoint development experience.



#### 6 Decide

Using structured debriefs, we decided to make an offer to 1 of the 5 finalists who had completed the 4-step interview process. Offer was accepted within 24 hours.

“

Absolutely fantastic sourcing of candidates. Every candidate that was filtered to me from Hannah was perfectly suited for the position. It made choosing a candidate a choice between quality candidates rather than hoping for a "meets expectations". After years of wasting so much time trying to fill roles, we are more than satisfied with the results we've gotten from Team Union.

”



Jacob Cheriathundam  
Co-Founder, DocMe360

## Cost Effective

**\$28k**

Typical External Recruiters

**\$8k**

Team Union Embedded Team

Conservatively, DocMe360 saved over \$40,000, when compared to a contingent rate of 20% on each new hire's salary with Union.

Say hi@teamunion.com  
www.teamunion.com