

CASE STUDY: STRV BOOSTS ITS HIRING PROCESS

GOAL

2000 applications among the best 3-4% of the market per year to hire 60 developers. Impossible?

WHO

STRV is a software design & engineering company. Its job is to unlock new opportunities for clients of all shapes and sizes, from the Fortune 500 to start-ups. Currently, the company has around 200 people, of which 120 are software developers. The engineering base is in Prague, company HQ is in Los Angeles.

WHY

The company is growing and it wants to hire more software engineers this year. Due to the competition on the market, STRV can't rely just on job boards or applications coming from its career site. They need to be active in engaging the IT community, which means actively sourcing candidates matching the profiles and inviting them to the company's events or share its vacancies with the candidates.

AND HERE COMES AMAZINGHIRING

HOW

AmazingHiring is strong in the CEE region. When selecting an aggregator, one should check about the sources it scans and aggregates. Solutions that are primarily designed for US markets might forget about some specific networks and sources special for CEE.

RESULTS

- At the start, STRV wanted some concrete outcome as access to relevant candidates and integration with other services. And now they've got a quick search of relevant profiles and the opportunity of being able to contact them via its mailing system.
- Besides, they can reach out to hundreds of candidates within a matter of hours if there is an urgency. And although the company is not looking for quantity at any costs that really matters.
- As such the profiles are very accurate and this translates into a high open rate (75%) and reply rate around 30% and it is highly possible to achieve an open rate of 90%.



AmazingHiring is a web application for technical talents acquisition. It automatically searches for the right candidates across 50+ sources. AI-based technology helps to save time on candidate pre-screening.



STRV delivers engineering & design focused on people's actual needs. Winning design team and engineers with proficiency across multiple fields, specializations, and platforms are the reason clients work with STRV.