



The Allyance Upgrades Diversity Hiring in Tech with AmazingHiring

BUSINESS CHALLENGE

The Allyance is aimed at promoting diversity among all minorities in Tech by making their clients aware of the disparities and sharing actual data about them. Their recruiters needed a sourcing tool that would provide them with aggregated data on diversity in tech on top of other sourcing functions.

SOLUTION

The Allyance uses AmazingHiring as the only tool to source IT candidates and as an ATS to store the data.

DIVERSITY RECRUITMENT MADE EASY

When it comes to sourcing diverse candidates, search engines and social media networks are mostly inefficient, slow, and have limited capabilities.

“AmazingHiring platform is fast and can show specifically female engineers when needed. It works really well even with gender-neutral names,” shares Morgane Dalbergue, Sourcing & Recruitment Specialist in The Allyance. “Thanks to using AmazingHiring diversity function, we were able to ensure that half of our hires last year were women”.

“In combination with Boolean operators in the search and auto-suggested skills, AmazingHiring makes sourcing ideal candidates even easier,” adds Morgane.

The Allyance also uses AmazingHiring’s Talent Intelligence function to get insights into the state of diversity sourcing and then shares the overview with their clients. For instance, they used AmazingHiring to get an estimate of the size of a talent pool for female senior backend developers in France for one of their clients.

Additionally, The Allyance leverages talent market insights to better manage client expectations and commercial sales relationships.

PERSONALIZATION IS KEY

“I love AmazingHiring for its relevance, efficiency, and convenience. I believe we couldn’t have engaged candidates the way we do it with AmazingHiring,” shares Morgane Dalbergue.

According to Morgane, 80% of all tech candidates are passive. High candidate engagement with The Allyance’s recruiters is achieved thanks to the personalization of their messages. Recruiters leverage data about candidates that is automatically collected from up to 80 platforms, including GitHub, StackOverflow, and Facebook.

“AmazingHiring saves us tons of time on manually searching additional information about candidates. It’s instantly available, and we can focus on making sure our outreach is relevant and personalized. Amongst other roles hired with the help of AmazingHiring are multiple VP and C-level positions, which usually require the highest level of customization” explains Morgane Dalbergue.



The Allyance helps companies reach excellence in hiring. They are the recruitment and diversity partner for startups, scaleups and established companies.

Website: <https://theallyance.one/>

Industry: IT Consultancy

Headquarters: Paris, France



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Morgane Dalbergue
Sourcing & Recruitment Specialist
at The Allyance

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