

Recruiting Services for IT Recruitment Firm

Key metrics: Senior Front-End Developer

Long list: 1810

Short list: 26

Offers accepted: 2

Time to fill: 32 days

Time to hire: 53 days

BUSINESS CONTEXT

The case study shows an example of an effective and mutually beneficial partnership between our team and a German local recruiting agency that needed Eastern European candidates willing to relocate to Germany, and we played a pivotal role in meeting this requirement.

SOLUTIONS

The primary challenge in filling positions that required relocation to another country was the need to reach out to a substantial number of relevant candidates. We immediately set to work, establishing a candidate pipeline. The German market's stringent requirements for candidates, including their education, experience, and language proficiency, coupled with visa processing times of up to six months, necessitated a well-defined recruitment strategy, clear selection criteria, and ongoing efforts to maintain candidates' interest in the positions. Throughout our collaboration, we worked on eight vacancies for senior/Lead IT specialists and managed to successfully fill five of these roles.

PROJECT SUMMARY

✓ Verified by Clutch

Brainy Agency has proven to be a solid, effective, and skillful partner, constantly recommending high-quality resources that adapt to the client's needs. The team is attentive, understanding, and has excellent communication and project management skills. The customer is overall very pleased.

📅 January 2020 - ongoing

“Their communication is always quick, and the team is very responsive if I have any questions.”

THE CLIENT

Introduce your business and what you do there.

I'm a headhunting company that provides IT experts to customers.

THE CHALLENGE

What challenge were you trying to address with Brainy Agency?

We are just two people working together full-time at our company, so we needed Brainy Agency to support us with research for candidates.

RESULTS & FEEDBACK

What evidence can you share that demonstrates the impact of the engagement?

Our business has different ways to measure the success of Brainy Agency's work. The team only gets paid if we're able to place any of the candidates they recommended with one of our customers.

When there is a hiring requirement, I have to decide how many people I'm going to interview. Brainy Agency's work has been quite good since I end up interviewing 90%–95% of the candidates they propose because all of them are really interesting.

How did Brainy Agency perform from a project management standpoint?

Their communication is always quick, and the team is very responsive if I have any questions. I can clarify everything with Lesya, and it all has worked out perfectly. We use shareable spreadsheets to have an overview of the statuses.

-  Owner, IT Recruitment Firm
-  IT Services
-  Germany

Read full review on [Clutch](#) 

CLIENT RATING

5.0

Overall score

Quality: 5.0

Schedule: 5.0

Cost: 5.0

Would Refer: 5.0

What did you find most impressive about them?

Brainy Agency is not pushy when it comes to getting feedback because they know I'm dependent on my customers. The team understands that it's quite normal to wait for our customers' response. They ask us about the performance of their candidates after a month or two, so they have a good balance between asking for updates and not pushing too much.

Are there any areas they could improve?

I don't have anything for them to improve.

