AmazingHiring

SOURCING SUCCESS STORY

AmazingHiring helps Taxify to hire 100 Senior Engineers in Romania and Estonia

Business Need

We need to hire 100 Senior Engineers during 2018. With 2 development centers located in Estonia and Romania, we source globally for cross-language engineers for whom a specific stack is just a tool to solve a problem, not the solution itself. Our main focus are experts in Algorithms and Data Structures, which are by far not the most common in the market and at the same time the most demanded by the top global tech companies like Google or Facebook. Frequently enough, we are competing with these gigants for the same candidates; this means being able to move fast and to make the candidate feel special are critical for us.

Solution

Over 90% of our hires come through actively sourcing passive candidates. **AmazingHiring** provides a much wider search range that the mainstream platforms - thanks to its online footprint tracking features. You can have in just one place most of the available information of any candidate like, GitHub and StackOverflow profiles, personal blogs and websites, MeetUps and other communities and even contact details; it saves countless time that we would spend scavenging for all of these data separately. Moreover, in this crazy job market in which Engineers are constantly harassed by Recruiters on a daily basis, standing out of that spamming mass is a must. All the information that AmazingHiring collects allows us to create personalised reach outs, making sure we get the candidates' full attention and that their satisfaction and therefore our employer brand are preserved.

With the help of **AmazingHiring** we are able to source candidates on the non-obvious resources. And thanks to that, our response rate is higher than 55%.

Even though **AmazingHiring** is nowadays our main sourcing tool, we still come back to good old LinkedIn quite often. On these occasions, **AmazingHiring**'s extension comes with us and, once again, shows us at a glimpse everything we need to increase the proportion of positive responses from our candidates.

When it comes to results in recruitment, there is no other indicator better than closed positions. At this moment, 80% of the Engineers hired for our Romanian office were sourced through **AmazingHiring**.

taxify

Nikolai Kabatsikov,
Recruitment manager

Anna Golubchenko,
Recruiter

Mario Cabrejas Egea,
Recruiter

Taxify is the fastest growing tech startup in Europe, operating in 25+ countries across 4 continents. Taxify is building the future of urban transport and aims to bring reliable on-demand transport to the masses. Every millisecond counts for our millions of users and hundreds of thousands of drivers, that's why we are focused on creating a strong Engineering team who can design and implement complex algorithms in areas like demand prediction, optimal real-time pricing, routing and fraud detection.

Moreover our Engineering team saw how AmazingHiring works and they were totally supporting us to use it, even gave a few hacks.