

CLIENT CASE STUDY:

How we helped one of the biggest global multinational media agencies scale Engineering, Cloud, and Data Science teams



CLIENT'S CHALLENGE



OUR APPROACH



THE RESULTS

CLIENT'S CHALLENGE:

In February 2024, a global multinational media agency reached out to us for support in hiring across **Engineering, Cloud, Programmatic, and Data Science**.

They needed **20 specialists** in Chicago, New York, Boston, and Atlanta with **Python, ML, AWS, SQL**, and Programmatic skills – all before the end of the year.

With tight budgets and below-market rates, they also required candidates willing to work within their RTO policy. Additionally, their existing partners struggled to deliver the right talent at the right scale.

OUR APPROACH:

We supported the client through our **Platinum+ exclusive permanent contingency model**, providing a team of specialist consultants and dedicated researchers.

Leveraging our network, recommendations, and social media, we targeted talent in key locations with experience in digital media.

We handled selection, initial interviews, and reporting – streamlining the process and **easing the workload for their internal recruitment team**.

THE RESULTS:

Between February and December, we screened over **900 practitioners** and submitted **120 best candidates**.

Our client's technical team interviewed **100 candidates**, leading to **20 successful hires** across their engineering and activation teams.

With an average hiring lead time of just **26 days**, we delivered talent quickly and efficiently.

CLIENT'S TESTIMONIAL:

“

I had a great experience working with the Digital Republic team in 2024 and I would strongly recommend them as a recruiting partner if you are looking to carry out some kind of hiring sprint in Analytics, Data Science, Machine Learning, or AI. They are responsive, accurate, and great to deal with – I would definitely work with them again!

”

Manager, Talent Acquisition
Global multinational media agency

NEED HELP GROWING YOUR TEAM? GET IN TOUCH TODAY!



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