



Case Study #1:

“Oh my gosh – we are stabilized thanks to Dustin and the Oakwood Search Team. So amazing. We really love working with them!”

- High-growth SaaS CEO

A Growing SaaS Firm with Growing Pains

- This SaaS Firm began working with Oakwood Search in October 2018.

Executive Summary

Oakwood Search was engaged by a fast-growing SaaS company that focuses on the talent management sector. The Firm had recently acquired two software companies in 2018, and shortly thereafter ran into attrition challenges. Combine that with their tremendous growth and the Firm needed help finding top talent, fast. From mid-October to February 2019, Oakwood search was able to fill 10 high level & high priority positions, enabling them to stabilize in record time, setting them up for years of continued growth and success without the headaches that acquisitions all too often bring.

Challenges

- The SaaS firm had an internal Recruiting Team that was already over-burdened and unable to handle the growth plans of the company.
- The Firm had posted jobs on their internal company's websites, as well as other common recruiting websites (LinkedIn, Indeed), but as not seeing the results they were hoping to see.
- Time was of the essence. The highest priority positions were those needed to stabilize the team to prevent further turnover, after these were filled as quickly as possible, Oakwood helped the team upgrade the level of talent it was considering, therefore upgrading the Management Team with A Players.
- Filling these openings internally was desired to keep costs low, however as positions stayed open more team members were lost, increasing costs and technical debt.



Oakwood Search Delivers Results, Period.

- After determining that a Senior DevOps Engineer & a Director of Engineering with AWS, Node.js, Docker, React & MySQL experience were highest priority to prevent further turnover, Oakwood Search got to work.
- Using industry leading recruiting technology & AI, along with decades of technical recruiting experience, Oakwood Search was able to deliver a select pool of highly qualified candidates in less than a week's time.
- The Firm was able to fill these positions within 3 weeks' time, and from there were able to hire an additional 3x Senior Full Stack Engineers to adjust for company growth and complete the subsidiary team.
- After filling these 5 positions in about a month's time, our client had further growth challenges with the newly acquired Subsidiary, and also was in need of talent for future growth.
- The Firm had lost a Product Manager, needed a Controller as well as an additional Director of Engineering.
- Oakwood Search was able provide a pool of select candidates within a weeks' time and the Client was able to extend an offer and have their candidate start within record time, stabilizing their team and allowing for future growth of their product.

Dependable Results

- When a growing company needed talent NOW, Oakwood Search was able to deliver results timely and consistently.
- We delivered a pool of select highly qualified candidates that met our client's specific needs in record time.
- The talent pool provided was so on-target and high quality, that the Firm hired additional talent to supplement their continued growth!
- The Firm was able to filter through a pool of great candidates, not just settle for the best candidate that applied.
- While other software companies turned to internal recruiters or a loosely organized group of Recruiting Firms that produced so-so Results, our client took advantage of Oakwood's ECM model to secure highly sought-after talent without any up-front costs while taking advantage of significant discounts along the way. This enabled our client to secure premier talent in Denver & Seattle's competitive markets without enduring unnecessary costs.



Highlighted recent Positions Filled:

- Directors of Engineering
- DevOps Engineer (AWS, Node.js, Docker, MySQL, Python)
- Sr. Full Stack Engineers (AWS, Vue, Angular, Docker, MySQL, React, Rest)
- Product Managers (SaaS, MBA)
- Controller (CPA)
- Sr. Front-End Engineer (Angular, Vue, Node.js, React)
- Chief Technology Officer (CTO)
- Director of Sales
- Head of Marketing
- Content Marketing Manager
- Growth Marketing Manager