

AI DIRECT HIRE USE CASE

How we helped an Austin-based AI company rapidly scale engineering and data science teams after major growth.

THE CHALLENGE

An Austin-based AI product and services company had recently completed a major Series C funding round, creating an urgent need to rapidly expand its engineering and data science teams.

Leadership needed to hire up to 50 software engineers and data scientists, but internal recruiting bandwidth was limited and the required skills were already in extremely high demand across the Austin market.

The company needed a way to quickly scale hiring without slowing down engineering or disrupting internal operations during the year-end holidays.

THE OUTCOME

Engineering Momentum

Engineering maintained momentum on product development while recruiting rapidly expanded the technical team.

Hiring Acceleration

Leadership maintained hiring confidence as recruiting rapidly expanded the candidate pipeline.

Team Expansion

The company rapidly expanded its engineering and data science teams to support post-funding growth.

OUR APPROACH

01

Embedded a dedicated recruiting structure that operated as an extension of the client's internal hiring team.

02

Combined targeted recruiting outreach with marketing-driven candidate attraction to expand the qualified talent pipeline.

03

Established clear KPIs and service level agreements to maintain hiring accountability and progress visibility.

04

Managed sourcing and candidate engagement so internal leaders could focus on interviews and hiring decisions.