

Peritus Partners

Global Ecommerce Case Study

Bringing simplicity to the **chaos** of recruitment.



01 The Challenge

The Talent Acquisition team, experiencing growth across all business units, needed domain expertise to bolster the Data Foundation department, a crucial area for the organisation's future expansion.

Due to a surge in inbound leads, the team needed assistance with both specialised direct sourcing and handling the complete recruitment process to alleviate the workload of both the existing talent team and hiring managers.



02 The Solution

We integrated seamlessly with their existing team, operating as an internal department and supporting every facet of their recruitment strategy. Our involvement spanned from initial sourcing and pre-screening to managing their Applicant Tracking System (Greenhouse), conducting culture interviews, and providing interview training for members of the Data Foundation teams.



03 The Results

During our 12-month tenure, our primary focus was on hiring for roles in Software, Data, Functional, Cloud, Machine Learning and Product.

We successfully on-boarded over **60 specialists with 70% being sourced from their local market, Germany** and the remaining 30% from the international market for which we helped negotiate relocation packages and support.

During this period we also aided the Data Guild. Here we actively tackled challenges that impacted the wider department through workshops, sharing ideas on planning, salaries, target locations, competitors and market conditions.

We helped bring their **Hiring Manager CV:Interview ratio down from 4:1 to 2:1** through quality sourcing and in-depth screening processes.



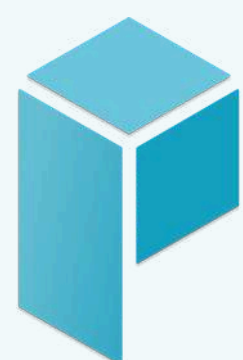
Peritus Partners is one of the best agencies we have worked with. They are thorough, tackle any task with professionalism and seamlessly learns the needs of us. Their bias for action really delivers and I can only recommend working with them, to anyone looking to scale up their team!

Talent Acquisition Lead



READY TO GROW WHEN YOU ARE

Contact us today to discuss
Embedded solutions for your team



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