

Case Study

Talent Acquisition

How a Tampa-Based SaaS Firm Filled **17 Critical** Roles in 60 Days

Delivered by SystemSoft Technologies

Client Overview

A Tampa SaaS provider delivering analytics software for mid-market retailers. 250 employees across Florida, scaling rapidly after Series C funding.



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Challenges

The company faced rapid expansion but struggled to scale its talent pipeline:

- Needed 17 hires across engineering, DevOps, and product in under 3 months.
- Existing recruiters lacked reach beyond local Tampa talent pools.
- Offer acceptance rate slipping to 42%.
- Leadership losing time interviewing unqualified candidates.

Solution Delivered by SystemSoft

We ran a Contract-to-Hire and Direct Hire Talent Acquisition Engagement focused on speed and fit.

Phase 1: Market Mapping and Pipeline Acceleration

- Activated our 1M+ candidate pool across U.S. and nearshore markets.
- Shortlisted candidates by role-based scorecards in under 10 days.
- Introduced structured interviews to improve hiring manager efficiency.

Phase 2: Hiring Execution

Delivered 37 qualified candidates across engineering/product roles.

- 17 hires completed in 60 days.
- 5 hires placed on contract-to-hire, converted to full-time by Day 90.





Outcomes Delivered

- Engineering headcount scaled by 38% in 2 months.
- Offer acceptance rate improved from 42% → 76%.
- Hiring manager time in interviews reduced by 40%.
- Cost per hire cut by 27% compared to prior year.

What Made It Work

- **Scale:** National + nearshore reach beyond Tampa.
- **Structured process:** Scorecards, defined pipelines.
- **Flexibility:** Blend of direct hire and contract-to-hire to reduce risk.

Conclusion

The SaaS firm achieved its Series C growth targets with an expanded product team. SystemSoft continues to partner on scaling nearshore talent to support ongoing product rollouts.

